Negotiated Working Conditions In Alberta Collective Agreements 1986

Alberta
LABOUR
Planning And Research Branch

FOREWORD

This is the sixth edition of **Negotiated Working Conditions in Alberta Collective Agreements** which was first produced in 1978. The response from users of earlier editions indicates a continuously high level of interest in information relating to working conditions as contained in the provisions of collective agreements. It is hoped that this publication will again help to meet this information need.

The 1984 edition, due to resource constraints, included only agreements covering 100 or more employees. That criteria has again been applied this year. This publication is based on an analysis of 249 agreements which cover 173,238 (64%) out of all employees covered by collective agreements under Alberta Legislation.

Again, the first section provides data on an industrial composite basis for all of the 249 agreements. The remaining sections give details on collective agreements from seven industry divisions: mining; manufacturing; construction; transportation, communications and utilities; trade; service; and public administration.

Appreciation is expressed to employers and unions for the prompt filing of collective agreements following negotiations. Their cooperation in this way makes possible the publication of more timely information.

The report was prepared by the Statistics and Information unit of the Planning and Research Branch.

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INTRODUCTION

Collective bargaining agreements provide a valuable source of information on the nature of working conditions and plant operations as well as job and union security in addition to many of the day to day aspects of employer-employee and union-management relationships. Also, they reflect the diversity of employment conditions among industries and companies, and the scope of the issues over which bargaining takes place. This report presents, in summary form, information on the frequency of occurrence of clauses in the selected Alberta agreements. It highlights trends, measures the prevalence and characteristics of particular provisions, and details the types and levels of non-wage benefits.

The data were obtained from collective agreements on file with Alberta Labour on November 1, 1985 which cover 100 or more employees. The 249 agreements included in the study cover 173,238 employees or 64 per cent of the 271,328 employees covered by all 1,217 agreements.

In order to provide a breakdown of the information at the industry division level, the collective agreements are classified according to the Standard Industrial Classification Manual (Statistics Canada, 1970). Industry classification is based on the principal activity of the employers in Alberta. The following table indicates agreements and employees covered by the analysis as a proportion of the total by industry.

Agreements and Employees Covered in the 1986 Report
Compared to Total Number of Agreements on File

	Total Agreements on File		Agreements Included in Publication			
Industry	Number	Employees	Number	% of Total	Employees	% of Total
Mining	33	3,722	7	21.2	2,771	74.4
Manufacturing	345	24,196	73	21.2	15,677	64.8
Construction	115	51,073	13	11.3	14,309	28.0
Transp., Communication, Utilities	121	25,157	30	24.8	22,278	88.6
Trade	120	18,282	24	20.0	15,460	84.6
Service*	393**	93,445**	73	18.6	52,592	56.3
Public Administration*	90	55,453	29	32.2	50,151	90.4
Industrial Composite (Total of Above)	**1,217**	**271,328**	**249**	**20.5**	**173,238**	**63.8**

* The Service Industry includes support staff, hospital and health care institution staff. Public Administration includes municipal, county, and provincial government employees. Transit, power plant, and telephone employees are included in the Transportation, Communications and Utilities Division.

** This number includes 107 teacher/academic staff association agreements covering 32,870 employees. Because of the unique nature of teacher collective agreements they are not included in the agreements analysed in this publication.

It should be noted that the employee counts given are based on information gathered at the beginning of the term of the agreements reported and may not be representative of actual employee counts now. In light of the dramatic changes in the Alberta economy in recent years it is likely that the given figures, at least in some industry sectors, are substantially changed.

The coding of collective agreement provisions for computer input requires subjective interpretation by analysts. To reduce the possibility of error, clarification was requested from the parties whenever it was required. The cooperation and assistance willingly and generously provided is much appreciated.

This publication is produced in a form which we believe provides a useful overview of the frequency and nature of negotiated working conditions in Alberta. If information about the contents of collective agreements is required which is not included we welcome inquiries.

Further information or copies of this publication may be obtained by writing or phoning:

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DEFINITIONS

1. **DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION**
The economic regions used to indicate the geographical distribution of the collective agreements are those developed by Statistics Canada for its Labour Force Survey. Each economic region contains certain specified census divisions which have been developed by Statistics Canada for census taking purposes. Each village, town and city in Alberta is allotted a unique code so that collective agreements can be classified according to the geographical location of the bargaining unit involved. A map of Alberta showing the location of the various economic regions and census divisions is included in Appendix I.

2. **DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE**
Urban centres are those towns or cities with a population of 5,000 people or more. Urban centres having collective agreements are listed by the economic regions in which they are located. Agreements covering bargaining units in locations with fewer than 5,000 people are included in the data under the heading REMAINDER.

3. **TYPE OF BARGAINING UNIT COVERED**
The following definitions were used in the analysis of collective agreements:

Non-Office Employees "Non-Office" refers to employees in the bargaining unit performing the following types of work: production of goods and services, driver-sales work, maintenance, retail sales, warehousing and related work, fire-fighting, security, operating trucks and equipment, construction.

Office Employees "Office" refers to employees engaged in the following types of work: office clerical and secretarial, technical, accounting, administration, drafting, data processing.

Professional Employees "Professional" refers to employees classified as nurses, engineers, chemists, newspaper editors and reporters, writers for stage, screen, radio and television, musicians and other performing artists.

4. **UNION MEMBERSHIP REQUIREMENTS**
The following definitions were used in the analysis of collective agreements;

Closed Shop All employees in the bargaining unit must be members of the union when hired and must remain members during employment.

Union Shop All employees in the bargaining unit must become members of the union within a specified period and must remain members during employment.

Modified Union Shop Same as "Union Shop", however, certain groups of employees are exempt. For example, employees hired before a certain date, those who were not members before the agreement took effect and those with religious objections.

Maintenance Of Membership requires only present and future members of the union to remain members for the duration of the agreement, or for some specified period of time. No one is required to join as a condition of continuous employment.

5. **STANDARD DAILY HOURS**
Standard daily hours refers to the daily hours in a normal work-day. If shift work is involved, it is the number of hours for day shift workers. If a compressed work week or flex time work schedule was in effect, the normal or standard hours were used for analysis.

6. **OVERTIME RATE ON SIXTH DAY**
This also refers to overtime rate on the first regularly scheduled day off in cases where a work week shorter or longer then a five-day week is in effect. The same concept holds true for "Overtime Rate on Seventh Day".

7. **PAID VACATION**
Many construction industry agreements do not specify paid time off for vacation but do provide for pay in lieu of vacation.

8. **PAID SICK LEAVE**
This table pertains to provisions in collective agreements which provide paid casual sick leave or paid short term illness leave not financed through the purchase of insurance. Clauses which provide for any type of paid sick leave plan that is financed through the purchase of insurance, paid either in whole or in part by the employer or the employee are found under Weekly Sickness and Accident Indemnity, Tables 142, 143 and 144.

9. **INJURY PAY PROVISIONS**
Injury pay provisions specify that employees injured on the job and unable to complete the shift will receive pay for the uncompleted portion of the shift.

10. **GRIEVANCE AND ARBITRATION PAY PROVISIONS**
These provisions specify that union representatives will be granted time off or will receive pay for time spent handling grievances and arbitrations.

11. **NEGOTIATION PAY PROVISIONS**
These provisions specify that union representatives will receive full or partial pay for time spent on agreement negotiations.

12. **ON-THE-JOB TRAINING PROVISIONS**
This table refers to provisions for learning a job at the work site during working hours in order to prepare present employees for advancement to higher grades. It also refers to provisions allowing non-bargaining unit employees to gain experience in production processes on a short-term basis. It does not refer to training programs for newly hired bargaining unit employees.

13. SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)

Severance Pay Plans provide a money payment, in additions to regular wages or salary earned, to employees whose employment has been terminated. The payment may be made in a lump sum or installments. Severance Pay may also be referred to as termination pay, dismissal allowance, preparation benefit and discontinuous or displacement wage. Permanent termination with loss of seniority rights always results from implementation of these plans.

Lay-Off Benefit Plans provide payments to laid off employees where the lay-off is not permanent.

14. MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS

These plans ensure employees against heavy medical expenses resulting from prolonged or serious illness or injuries. Extended health care plans provided by Blue Cross are an example.

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SECTION I

INDUSTRIAL COMPOSITE

(Includes All Agreements Analysed for this Publication)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1985	65	26.1	46,200	26.7
JANUARY	6	2.4	10,097	5.8
MARCH	2	.8	300	.2
JUNE	4	1.6	1,388	.8
AUGUST	1	.4	120	.1
SEPTEMBER	2	.8	637	.4
OCTOBER	5	2.0	740	.4
NOVEMBER	2	.8	230	.1
DECEMBER	43	17.3	32,688	18.9
1986	126	50.6	98,479	56.8
JANUARY	4	1.6	4,833	2.8
FEBRUARY	5	2.0	965	.6
MARCH	37	14.9	56,446	32.6
APRIL	11	4.4	3,240	1.9
MAY	10	4.0	5,151	3.0
JUNE	14	5.6	4,995	2.9
JULY	4	1.6	4,797	2.8
AUGUST	7	2.8	2,578	1.5
SEPTEMBER	3	1.2	860	.5
OCTOBER	5	2.0	2,976	1.7
NOVEMBER	6	2.4	1,377	.8
DECEMBER	20	8.0	10,261	5.9
1987 AND LATER	58	23.3	28,559	16.5
JANUARY	3	1.2	5,243	3.0
FEBRUARY	13	5.2	6,104	3.5
MARCH	18	7.2	6,078	3.5
APRIL	4	1.6	699	.4
MAY	1	.4	175	.1
JUNE	5	2.0	1,527	.9
JULY	6	2.4	1,156	.7
AUGUST	1	.4	422	.2
SEPTEMBER	2	.8	6,256	3.6
OCTOBER	2	.8	258	.1
DECEMBER	3	1.2	641	.4
TOTAL	249	100.0	173,238	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION *

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	9	3.6	1,572	.9
CENSUS DIVISION NO. 1	9	3.6	1,572	.9
LETHBRIDGE	14	5.6	2,950	1.7
CENSUS DIVISION NO. 2	12	4.8	2,685	1.5
CENSUS DIVISION NO. 3	1	.4	165	.1
MULTIPLE CENSUS DIVISIONS	1	.4	100	.1
CALGARY / DRUMHELLER	60	24.1	27,684	16.0
CENSUS DIVISION NO. 6	60	24.1	27,684	16.0
THE PARKS	9	3.6	2,231	1.3
CENSUS DIVISION NO. 9	2	.8	480	.3
CENSUS DIVISION NO. 14	7	2.8	1,751	1.0
RED DEER / WAINWRIGHT	5	2.0	985	.6
CENSUS DIVISION NO. 8	5	2.0	985	.6
EDMONTON / LLOYDMIN.	78	31.3	42,064	24.3
CENSUS DIVISION NO. 10	1	.4	150	.1
CENSUS DIVISION NO. 11	75	30.1	41,164	23.8
MULTIPLE CENSUS DIVISIONS	2	.8	750	.4
PEACE RIVER	9	3.6	1,778	1.0
CENSUS DIVISION NO. 15	9	3.6	1,778	1.0
ATHABASCA	6	2.4	3,011	1.7
CENSUS DIVISION NO. 12	6	2.4	3,011	1.7
INTER-REGIONAL	22	8.8	5,976	3.4
PROVINCE WIDE	37	14.9	84,987	49.1
TOTAL	249	100.0	173,238	100.0

* For explanation see number 1 in the Definitions at page viii.

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE*

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	9	3.6	1,572	.9
MEDICINE HAT	7	2.8	1,030	.6
REMAINDER	2	.8	542	.3
LETHBRIDGE	14	5.6	2,950	1.7
LETHBRIDGE	11	4.4	2,535	1.5
TABER	1	.4	150	.1
REMAINDER	2	.8	265	.2
CALGARY / DRUMHELLER	60	24.1	27,684	16.0
CALGARY	59	23.7	27,554	15.9
REMAINDER	1	.4	130	.1
THE PARKS	9	3.6	2,231	1.3
HINTON	3	1.2	776	.4
REMAINDER	6	2.4	1,455	.8
RED DEER / WAINWRIGHT	5	2.0	985	.6
RED DEER	5	2.0	985	.6
EDMONTON / LLOYDMIN.	78	31.3	42,064	24.3
EDMONTON	68	27.3	39,500	22.8
FORT SASKATCHEWAN	2	.8	788	.5
LEDUC COUNTY NO 25	1	.4	112	.1
LLOYDMINSTER (PT)	1	.4	150	.1
PARKLAND COUNTY NO 31	1	.4	100	.1
SPRUCE GROVE	1	.4	100	.1
ST ALBERT	1	.4	144	.1
REMAINDER	3	1.2	1,170	.7
PEACE RIVER	9	3.6	1,778	1.0
GRANDE PRAIRIE	5	2.0	1,140	.7
REMAINDER	4	1.6	638	.4
ATHABASCA	6	2.4	3,011	1.7
FORT MCMURRAY	4	1.6	1,627	.9
REMAINDER	2	.8	1,384	.8
TWO OR MORE REGIONS	22	8.8	5,976	3.4
PROVINCE WIDE	37	14.9	84,987	49.1
TOTAL	249	100.0	173,238	100.0

* For explanation see number 2 in the Definitions at page viii.

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
A. U. P. E.	26	10.4	45,235	26.1
AARNA	3	1.2	5,517	3.2
AMALGAMATED TRANSIT	5	2.0	4,245	2.5
BAKERY WORKERS	1	.4	121	.1
BOILERMAKERS	5	2.0	662	.4
BREWERY WORKERS	1	.4	130	.1
BRICKLAYERS	1	.4	150	.1
C. U. P. E.	26	10.4	14,676	8.5
C.L.C. DIRECTLY CHARTERED	1	.4	430	.2
CANADIAN PAPERWORKERS	1	.4	490	.3
CARPENTERS	2	.8	230	.1
ELECTRICAL WORKERS	9	3.6	16,808	9.7
EMPLOYEES ASSOCIATION	44	17.7	28,081	16.2
ENERGY & CHEMICAL WORKERS	10	4.0	2,230	1.3
FIREFIGHTERS	3	1.2	2,092	1.2
GARMENT WORKERS	1	.4	500	.3
GLASSWORKERS	3	1.2	841	.5
GRAPHIC COMMUNICATIONS	1	.4	140	.1
HEALTH SCIENCE ASSOCIATION	9	3.6	5,890	3.4
HOTEL & RESTAURANT EMPL	2	.8	275	.2
IRON WORKERS	3	1.2	1,204	.7
LABOURERS	2	.8	314	.2
LADIES' GARMENT WORKERS	1	.4	133	.1
MACHINISTS	2	.8	240	.1
MINE WORKERS	1	.4	450	.3
MOULDERS	1	.4	105	.1
MULTI-UNION	5	2.0	1,972	1.1
OIL WORKERS, MCMURRAY INDEP.	1	.4	1,000	.6
OPERATING ENGINEERS	5	2.0	4,196	2.4
PAINTERS & GLAZIERS	1	.4	100	.1
RAILWAY WORKERS	4	1.6	846	.5
RETAIL WHOLESALE UNION	5	2.0	700	.4
RUBBER WORKERS	1	.4	110	.1
SHEET METAL WORKERS	2	.8	1,228	.7

CONTINUED...

TABLE 4 (...CONTINUED) UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
STEELWORKERS	7	2.8	1,673	1.0
TEAMSTERS	11	4.4	2,323	1.3
UNITED FOOD & COMM. WORKERS	29	11.6	14,584	8.4
UNITED NURSES OF ALBERTA	6	2.4	11,710	6.8
WOODWORKERS	8	3.2	1,607	.9
TOTAL	249	100.0	173,238	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LESS THAN ONE YEAR	27	10.8	52,123	30.1
ONE YEAR	19	7.6	4,202	2.4
BETWEEN ONE AND TWO YEARS	32	12.9	18,887	10.9
TWO YEARS	128	51.4	79,469	45.9
BETWEEN TWO AND THREE YEARS	9	3.6	2,948	1.7
THREE YEARS	27	10.8	13,571	7.8
MORE THAN THREE YEARS	7	2.8	2,038	1.2
TOTAL	249	100.0	173,238	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	110	44.2	14,618	8.4
200 - 499 EMPLOYEES	66	26.5	20,513	11.8
500 - 999 EMPLOYEES	29	11.6	20,830	12.0
1,000 OR MORE EMPLOYEES	44	17.7	117,277	67.7
TOTAL	249	100.0	173,238	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED *

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	169	67.9	81,831	47.2
OFFICE EMPLOYEES	8	3.2	26,984	15.6
PROFESSIONAL EMPLOYEES	17	6.8	21,429	12.4
NON-OFFICE AND OFFICE EMPLOYEES	42	16.9	33,014	19.1
NON-OFFICE AND PROFESSIONAL EMPLOYEES	2	.8	610	.4
OFFICE AND PROFESSIONAL EMPLOYEES	5	2.0	2,524	1.5
NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES	6	2.4	6,846	4.0
TOTAL	249	100.0	173,238	100.0

* For explanation see number 3 in the Definitions at page viii.

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	61	24.5	29,281	16.9
UNION MEMBERSHIP	84	33.7	68,276	39.4
RACE, RELIGION, UNION MEMBERSHIP	1	.4	100	.1
RACE, RELIGION, UNION MEMBERSHIP, SEX, AGE	3	1.2	527	.3
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP	4	1.6	871	.5
RACE, RELIGION, NATIONALITY, SEX	6	2.4	5,989	3.5
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX	19	7.6	11,233	6.5
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	14	5.6	12,290	7.1
RACE, RELIGION, NATIONALITY, SEX, AGE	1	.4	151	.1
RACE, RELIGION, UNION MEMBERSHIP, AGE, SEX, MARITAL STATUS	2	.8	480	.3
RACE, RELIGION, NATIONALITY, SEX, MARITAL STATUS	1	.4	420	.2
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	39	15.7	32,639	18.8
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, MARITAL STATUS	6	2.4	3,419	2.0
COMBINATION OF ANY PREJUDICES, INCLUDING SEXUAL PREFERANCE	1	.4	1,900	1.1
DISCRIMINATION PROHIBITED BUT TYPES OF DISCRIMINATION NOT SPECIFIED	5	2.0	962	.6
OTHER	2	.8	4,700	2.7
TOTAL	249	100.0	173,238	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	8.8	8,005	4.6
GENERAL STATEMENT OF MANAGEMENT RIGHTS	28	11.2	14,249	8.2
ENUMERATED LIST OF MANAGEMENT RIGHTS	39	15.7	10,446	6.0
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	55	22.1	66,226	38.2
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	105	42.2	74,312	42.9
TOTAL	249	100.0	173,238	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS *

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	84	33.7	58,471	33.8
CLOSED SHOP	20	8.0	13,993	8.1
UNION SHOP	84	33.7	28,096	16.2
MODIFIED UNION SHOP	32	12.9	44,910	25.9
MAINTENANCE OF MEMBERSHIP	19	7.6	15,678	9.0
MUST BECOME MEMBER OR PAY EQUIVALENT DUES	10	4.0	12,090	7.0
TOTAL	249	100.0	173,238	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	2.0	614	.4
DUES CHECK-OFF ONLY	113	45.4	114,582	66.1
DUES AND INITIATION FEES	57	22.9	25,612	14.8
DUES AND ASSESSMENTS	10	4.0	4,907	2.8
DUES AND FINES	2	.8	263	.2
DUES, INITIATION FEES AND ASSESSMENTS	52	20.9	23,935	13.8
DUES, INITIATION FEES AND FINES	2	.8	650	.4
DUES, INITIATION FEES, ASSESSMENTS AND FINES	8	3.2	2,675	1.5
TOTAL	249	100.0	173,238	100.0

* For explanation see number 4 in the Definitions at page viii.

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	2.8	897	.5
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	187	75.1	150,606	86.9
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE	3	1.2	4,133	2.4
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE & PRESENT DUES-PAYING EMPL	3	1.2	3,241	1.9
COMPULSORY FOR UNION MEMBERS	4	1.6	512	.3
COMPULSORY FOR NEW EMPLOYEES	16	6.4	4,614	2.7
COMPULSORY FOR UNION MEMBERS AND NEW EMPLOYEES	3	1.2	883	.5
COMPULSORY FOR NEW EMPLOYEES AND PRESENT DUES-PAYING EMPLOYEES	1	.4	500	.3
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	13	5.2	4,989	2.9
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	12	4.8	2,863	1.7
TOTAL	249	100.0	173,238	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	8.4	18,688	10.8
30 CALENDAR DAYS	24	9.6	11,466	6.6
45 CALENDAR DAYS	2	.8	450	.3
60 CALENDAR DAYS	9	3.6	1,626	.9
90 CALENDAR DAYS	11	4.4	4,459	2.6
98 CALENDAR DAYS	1	.4	245	.1
120 CALENDAR DAYS	5	2.0	3,366	1.9
150 CALENDAR DAYS	2	.8	525	.3
180 CALENDAR DAYS	2	.8	731	.4
15 WORKING DAYS/SHIFTS	1	.4	130	.1
30 WORKING DAYS/SHIFTS	8	3.2	1,906	1.1
40 WORKING DAYS/SHIFTS	1	.4	110	.1
42 WORKING DAYS/SHIFTS	1	.4	4,038	2.3
45 WORKING DAYS/SHIFTS	6	2.4	1,458	.8
50 WORKING DAYS/SHIFTS	1	.4	125	.1
55 WORKING DAYS/SHIFTS	1	.4	120	.1
60 WORKING DAYS/SHIFTS	18	7.2	6,336	3.7
65 WORKING DAYS/SHIFTS	13	5.2	17,073	9.9
90 WORKING DAYS/SHIFTS	10	4.0	2,210	1.3
10 WEEKS	1	.4	100	.1
2 MONTHS	2	.8	255	.1
3 MONTHS	29	11.6	20,285	11.7
4 MONTHS	2	.8	425	.2
5 MONTHS	1	.4	380	.2
6 MONTHS	39	15.7	45,980	26.5
12 MONTHS	8	3.2	11,549	6.7
15 MONTHS	1	.4	1,200	.7
24 MONTHS	2	.8	290	.2
36 MONTHS	1	.4	155	.1
VARIES BY OCCUPATION OR CLASSIFICATION	15	6.0	13,374	7.7
DEPENDS ON RELATED EXPERIENCE OR QUALIFICATIONS	6	2.4	3,292	1.9
NOT SPECIFIED	1	.4	159	.1
OTHER	4	1.6	732	.4
TOTAL	249	100.0	173,238	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	57	22.9	62,603	36.1
COMPANY	53	21.3	39,242	22.7
PLANT	22	8.8	4,953	2.9
DEPARTMENT	24	9.6	20,815	12.0
JOB OR OCCUPATIONAL CLASSIFICATION	8	3.2	3,266	1.9
COMBINATION OF COMPANY AND PLANT	3	1.2	547	.3
COMBINATION OF COMPANY AND DEPARTMENT	5	2.0	1,396	.8
COMBINATION OF COMPANY AND JOB OR OCCUPATIONAL CLASSIFICATION	1	.4	400	.2
COMBINATION OF PLANT AND DEPARTMENT	24	9.6	7,795	4.5
COMBINATION OF PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	3	1.2	672	.4
COMBINATION OF DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	6	2.4	5,275	3.0
COMBINATION OF COMPANY, PLANT AND DEPARTMENT	1	.4	125	.1
COMPANY, PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	4	1.6	2,775	1.6
COMPANY, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	.4	1,000	.6
PLANT, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	3	1.2	730	.4
NOT SPECIFIED	33	13.3	21,514	12.4
OTHER	1	.4	130	.1
TOTAL	249	100.0	173,238	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	26.1	39,485	22.8
1 MONTH	1	.4	211	.1
2 MONTHS	1	.4	3,843	2.2
3 MONTHS	2	.8	225	.1
6 MONTHS	70	28.1	74,900	43.2
9 MONTHS	6	2.4	815	.5
12 MONTHS	60	24.1	41,702	24.1
18 MONTHS	2	.8	305	.2
24 MONTHS	5	2.0	1,642	.9
48 MONTHS	1	.4	111	.1
PERIOD RELATED TO LENGTH OF SERVICE, NO MAXIMUM	20	8.0	4,243	2.4
PERIOD RELATED TO LENGTH OF SERVICE, MAXIMUM	9	3.6	2,383	1.4
NO REFERENCE TO DURATION OF SENIORITY OR RECALL RIGHTS	6	2.4	3,268	1.9
OTHER	1	.4	105	.1
TOTAL	249	100.0	173,238	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	121	48.6	67,660	39.1
1 HOURS	3	1.2	1,378	.8
2 HOURS	1	.4	100	.1
24 HOURS	2	.8	210	.1
48 HOURS	2	.8	334	.2
3 CALENDAR DAYS	2	.8	547	.3
5 CALENDAR DAYS	1	.4	115	.1
7 CALENDAR DAYS	3	1.2	676	.4
10 CALENDAR DAYS	1	.4	900	.5
14 CALENDAR DAYS	37	14.9	65,015	37.5
15 CALENDAR DAYS	1	.4	150	.1
21 CALENDAR DAYS	2	.8	1,211	.7
28 CALENDAR DAYS	1	.4	230	.1
30 CALENDAR DAYS	2	.8	479	.3
2 WORKING DAYS/SHIFTS	1	.4	140	.1
3 WORKING DAYS/SHIFTS	4	1.6	800	.5
5 WORKING DAYS/SHIFTS	3	1.2	583	.3
10 WORKING DAYS/SHIFTS	8	3.2	6,945	4.0
20 WORKING DAYS/SHIFTS	4	1.6	2,587	1.5
30 WORKING DAYS/SHIFTS	2	.8	1,130	.7
1 WEEKS	3	1.2	447	.3
2 WEEKS	10	4.0	6,995	4.0
4 WEEKS	1	.4	125	.1
20 WEEKS	1	.4	330	.2
VARIES WITH LENGTH OF SERVICE	32	12.9	13,809	8.0
NOT SPECIFIED	1	.4	342	.2
TOTAL	249	100.0	173,238	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	180	72.3	130,291	75.2
2 DAYS PAY	1	.4	140	.1
5 DAYS PAY	2	.8	253	.1
10 DAYS PAY	8	3.2	6,945	4.0
14 DAYS PAY	10	4.0	11,936	6.9
15 DAYS PAY	2	.8	830	.5
20 DAYS PAY	3	1.2	2,487	1.4
30 DAYS PAY	2	.8	479	.3
TWO WEEKS PAY	18	7.2	11,907	6.9
VARIES WITH LENGTH OF SERVICE	20	8.0	7,544	4.4
NOT SPECIFIED	2	.8	276	.2
OTHER	1	.4	150	.1
TOTAL	249	100.0	173,238	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	164	65.9	76,503	44.2
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	18	7.2	20,870	12.0
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	66	26.5	75,395	43.5
ACCORDING TO LEGISLATION	1	.4	470	.3
TOTAL	249	100.0	173,238	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	28.5	74,325	42.9
36 HOURS	1	.4	112	.1
48 HOURS	1	.4	940	.5
72 HOURS	1	.4	135	.1
2 CALENDAR DAYS	2	.8	298	.2
3 CALENDAR DAYS	8	3.2	2,828	1.6
4 CALENDAR DAYS	1	.4	430	.2
5 CALENDAR DAYS	19	7.6	7,764	4.5
6 CALENDAR DAYS	11	4.4	6,218	3.6
7 CALENDAR DAYS	24	9.6	17,158	9.9
8 CALENDAR DAYS	14	5.6	21,316	12.3
10 CALENDAR DAYS	5	2.0	4,500	2.6
14 CALENDAR DAYS	3	1.2	1,410	.8
30 CALENDAR DAYS	1	.4	151	.1
2 WORKING DAYS/SHIFTS	3	1.2	442	.3
3 WORKING DAYS/SHIFTS	16	6.4	3,917	2.3
5 WORKING DAYS/SHIFTS	36	14.5	10,908	6.3
6 WORKING DAYS/SHIFTS	8	3.2	3,259	1.9
7 WORKING DAYS/SHIFTS	2	.8	423	.2
10 WORKING DAYS/SHIFTS	2	.8	1,114	.6
1 WEEKS	2	.8	356	.2
2 WEEKS	1	.4	200	.1
4 WEEKS	1	.4	100	.1
NOT SPECIFIED	15	6.0	13,364	7.7
OTHER	1	.4	1,570	.9
TOTAL	249	100.0	173,238	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	58	23.3	65,099	37.6
SOLE FACTOR	4	1.6	1,740	1.0
PRIMARY FACTOR	54	21.7	13,987	8.1
SECONDARY FACTOR	104	41.8	66,912	38.6
EQUAL FACTOR	1	.4	100	.1
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	27	10.8	24,950	14.4
OTHER	1	.4	450	.3
TOTAL	249	100.0	173,238	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	113	45.4	84,121	48.6
SOLE FACTOR	4	1.6	8,113	4.7
PRIMARY FACTOR	34	13.7	10,259	5.9
SECONDARY FACTOR	61	24.5	44,503	25.7
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	37	14.9	26,242	15.1
TOTAL	249	100.0	173,238	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	35	14.1	23,778	13.7
SOLE FACTOR	56	22.5	40,543	23.4
PRIMARY FACTOR	102	41.0	78,346	45.2
SECONDARY FACTOR	46	18.5	19,373	11.2
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	10	4.0	11,198	6.5
TOTAL	249	100.0	173,238	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	.8	263	.2
EMPLOYEE ONLY	51	20.5	72,274	41.7
UNION REPRESENTATIVE ONLY	9	3.6	1,885	1.1
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	153	61.4	77,492	44.7
UNION ONLY	9	3.6	3,406	2.0
EMPLOYEE OR UNION REPRESENTATIVE	12	4.8	11,333	6.5
GRIEVANCE COMMITTEE ONLY	6	2.4	5,058	2.9
CHOICE BETWEEN SEVERAL PROCEDURES	3	1.2	1,073	.6
OTHER	4	1.6	454	.3
TOTAL	249	100.0	173,238	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	137	55.0	90,394	52.2
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	77	30.9	70,758	40.8
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	13	5.2	6,280	3.6
NUMBER OF STEPS AND DURATION OF DELAYS BETWEEN STEPS IS REDUCED	11	4.4	2,784	1.6
OTHER	11	4.4	3,022	1.7
TOTAL	249	100.0	173,238	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	3.2	4,131	2.4
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	45	18.1	15,376	8.9
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	123	49.4	60,468	34.9
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	73	29.3	93,263	53.8
TOTAL	249	100.0	173,238	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	2.8	2,355	1.4
FOUR DAYS A WEEK	2	.8	2,085	1.2
FIVE DAYS A WEEK	202	81.1	149,100	86.1
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	22	8.8	14,489	8.4
WORK DAYS VARY FOR DIFFERENT SEASONS OR OTHER PERIODS	6	2.4	1,640	.9
WORK DAYS NOT SPECIFIED OR CANNOT BE DETERMINED	10	4.0	3,569	2.1
TOTAL	249	100.0	173,238	100.0

TABLE 27 STANDARD DAILY HOURS *

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	2.4	1,755	1.0
6-3/4 HOURS	1	.4	150	.1
7 HOURS	11	4.4	5,807	3.4
7-1/4 HOURS	5	2.0	9,509	5.5
7-3/10 HOURS	1	.4	121	.1
7-1/2 HOURS	9	3.6	6,443	3.7
7-3/4 HOURS	29	11.6	32,229	18.6
8 HOURS	110	44.2	44,603	25.7
9-1/2 HOURS	2	.8	2,085	1.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	56	22.5	62,311	36.0
VARIES FOR DIFFERENT SEASONS	9	3.6	4,965	2.9
NOT SPECIFIED	9	3.6	3,127	1.8
OTHER	1	.4	133	.1
TOTAL	249	100.0	173,238	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	2.4	1,755	1.0
33-3/4 HOURS	1	.4	150	.1
35 HOURS	13	5.2	6,247	3.6
36-1/4 HOURS	7	2.8	10,322	6.0
36-1/2 HOURS	1	.4	121	.1
37 HOURS	9	3.6	5,080	2.9
37-1/2 HOURS	8	3.2	6,333	3.7
38 HOURS	4	1.6	5,963	3.4
38-3/4 HOURS	28	11.2	32,078	18.5
40 HOURS	120	48.2	47,325	27.3
42 HOURS	1	.4	159	.1
44 HOURS	2	.8	3,750	2.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	43	17.3	47,932	27.7
VARIES FOR DIFFERENT SEASONS	2	.8	1,554	.9
NOT SPECIFIED	4	1.6	4,469	2.6
TOTAL	249	100.0	173,238	100.0

* For explanation see number 5 in the Definitions at page viii.

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	171	68.7	130,974	75.6
MEAL PERIOD PAID TO ALL EMPLOYEES DURING REGULAR WORK SCHEDULE	11	4.4	4,332	2.5
MEAL PERIOD PAID ON THREE SHIFT OPERATIONS	3	1.2	333	.2
MEAL PERIOD PAID ON 3RD SHIFT ONLY	2	.8	373	.2
MEAL PERIOD PAID ON OVERTIME WORK	48	19.3	31,287	18.1
THREE SHIFTS AND OVERTIME	2	.8	518	.3
2ND AND 3RD SHIFTS	3	1.2	983	.6
2ND AND 3RD SHIFT AND OVERTIME	5	2.0	2,057	1.2
PROVISIONS EXIST FOR PAID MEAL PERIOD, CANNOT DETERMINE WHICH CODE APPLIES	1	.4	400	.2
OTHER	3	1.2	1,981	1.1
TOTAL	249	100.0	173,238	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	156	62.7	70,675	40.8
PROVISION FOR FLEX-TIME	3	1.2	370	.2
PROVISION FOR COMPRESSED WORK-WEEK	54	21.7	34,423	19.9
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	35	14.1	66,270	38.3
OTHER	1	.4	1,500	.9
TOTAL	249	100.0	173,238	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	4.4	2,127	1.2
TIME AND ONE-HALF	39	15.7	10,102	5.8
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 1 HOURS	3	1.2	650	.4
DOUBLE TIME AFTER 2 HOURS	48	19.3	29,401	17.0
DOUBLE TIME AFTER 3 HOURS	15	6.0	8,586	5.0
DOUBLE TIME AFTER 4 HOURS	11	4.4	1,528	.9
DOUBLE TIME AFTER 5 HOURS	3	1.2	917	.5
DOUBLE TIME AFTER 8 HOURS	1	.4	100	.1
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	421	.2
OTHER	1	.4	218	.1
TIME AND THREE-QUARTERS	1	.4	240	.1
DOUBLE TIME	26	10.4	10,226	5.9
DOUBLE TIME INCREASED TO				
2.50 TIME AFTER 4 HOURS	1	.4	6,000	3.5
TRIPLE TIME AFTER 4 HOURS	1	.4	400	.2
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO				
TIME OR PAY AFTER 3 HOURS	1	.4	200	.1
2.00 TIME/PAY AFTER 5 HOURS	1	.4	125	.1
1.50 TIME OFF OR PAY AT 1.50 TIME	6	2.4	2,466	1.4
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	22	8.8	39,196	22.6
2.00 TIME/PAY AFTER 3 HOURS	12	4.8	19,265	11.1
2.00 TIME/PAY AFTER 4 HOURS	2	.8	570	.3
OTHER	2	.8	299	.2
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	16	6.4	10,965	6.3
EQUIVALENT TIME OFF OR PAY AT DOUBLE TIM	2	.8	2,167	1.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	12	4.8	8,094	4.7
NOT SPECIFIED	2	.8	3,745	2.2
OTHER	9	3.6	15,230	8.8
TOTAL	249	100.0	173,238	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	122	49.0	99,870	57.6
TIME AND ONE-HALF	51	20.5	12,028	6.9
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 1 HOURS	2	.8	500	.3
DOUBLE TIME AFTER 2 HOURS	12	4.8	10,799	6.2
DOUBLE TIME AFTER 3 HOURS	2	.8	246	.1
DOUBLE TIME AFTER 4 HOURS	2	.8	350	.2
DOUBLE TIME AFTER 5 HOURS	4	1.6	1,635	.9
DOUBLE TIME AFTER 8 HOURS	2	.8	300	.2
DOUBLE TIME AFTER 10 HOURS	1	.4	100	.1
DOUBLE TIME AFTER 16 HOURS	1	.4	130	.1
TIME AND THREE-QUARTERS	1	.4	240	.1
DOUBLE TIME	23	9.2	18,535	10.7
EQUIV. TIME OFF OR PAY AT STRAIGHT TIME	1	.4	674	.4
1.50 TIME OFF OR PAY AT 1.50 TIME	6	2.4	5,073	2.9
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	7	2.8	4,720	2.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	5	2.0	2,264	1.3
NOT SPECIFIED	1	.4	3,500	2.0
OTHER	6	2.4	12,274	7.1
TOTAL	249	100.0	173,238	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	194	77.9	150,227	86.7
TIME AND ONE-HALF	19	7.6	3,866	2.2
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 4 HOURS	8	3.2	2,594	1.5
DOUBLE TIME AFTER 8 HOURS	4	1.6	532	.3
DOUBLE TIME AFTER 12 HOURS	1	.4	112	.1
DOUBLE TIME	14	5.6	10,395	6.0
DOUBLE TIME INCREASED TO TRIPLE TIME AFTER 4 HOURS	1	.4	400	.2
1.50 TIME OFF OR PAY AT 1.50 TIME	1	.4	1,200	.7
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	.4	156	.1
2.00 TIME OFF OR PAY @ 2.00 INCREASED TO OTHER	1	.4	160	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	421	.2
NOT SPECIFIED	1	.4	245	.1
OTHER	3	1.2	2,930	1.7
TOTAL	249	100.0	173,238	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	160	64.3	135,037	77.9
TIME AND ONE-HALF	4	1.6	996	.6
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 8 HOURS	2	.8	212	.1
DOUBLE TIME	63	25.3	22,629	13.1
DOUBLE TIME INCREASED TO				
TRIPLE TIME AFTER 4 HOURS	1	.4	400	.2
TRIPLE TIME AFTER 14 HOURS	1	.4	218	.1
DOUBLE TIME AND ONE-HALF	4	1.6	1,645	.9
1.50 TIME OFF OR PAY AT 1.50 TIME	1	.4	1,200	.7
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	2	.8	536	.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	1.2	4,664	2.7
NOT SPECIFIED	2	.8	395	.2
OTHER	6	2.4	5,306	3.1
TOTAL	249	100.0	173,238	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED) *

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	115	46.2	54,165	31.3
TIME AND ONE-HALF	23	9.2	9,717	5.6
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	6	2.4	4,275	2.5
DOUBLE TIME AFTER 3 HOURS	4	1.6	4,998	2.9
DOUBLE TIME AFTER 4 HOURS	4	1.6	637	.4
DOUBLE TIME AFTER 6 HOURS	1	.4	175	.1
DOUBLE TIME AFTER 8 HOURS	1	.4	218	.1
OTHER	1	.4	450	.3
TIME AND THREE-QUARTERS	1	.4	240	.1
DOUBLE TIME	36	14.5	25,341	14.6
EQUIVALENT TIME OFF	1	.4	120	.1
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO TIME OR PAY AFTER 3 HOURS	1	.4	200	.1
1.50 TIME OFF OR PAY AT 1.50 TIME	13	5.2	5,050	2.9
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	1	.4	260	.2
2.00 TIME/PAY AFTER 3 HOURS	4	1.6	7,230	4.2
2.00 TIME/PAY AFTER 4 HOURS	1	.4	320	.2
2.00 TIME/PAY AFTER 7 1/4 HOURS	1	.4	680	.4
2.00 TIME/PAY AFTER 7 3/4 HOURS	6	2.4	11,584	6.7
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	10	4.0	31,826	18.4
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	9	3.6	6,530	3.8
EQUIVALENT TIME OFF OR PAY AT DOUBLE TIM	1	.4	1,570	.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	1.2	2,595	1.5
NOT SPECIFIED	1	.4	245	.1
OTHER	5	2.0	4,812	2.8
TOTAL	249	100.0	173,238	100.0

* For explanation see number 6 in the Definitions at page viii.

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	114	45.8	51,224	29.6
TIME AND ONE-HALF	9	3.6	2,090	1.2
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	5	2.0	4,170	2.4
DOUBLE TIME AFTER 3 HOURS	3	1.2	4,892	2.8
DOUBLE TIME AFTER 4 HOURS	2	.8	271	.2
TIME AND THREE-QUARTERS	1	.4	240	.1
DOUBLE TIME	55	22.1	36,647	21.2
DOUBLE TIME INCREASED TO TRIPLE TIME AFTER 14 HOURS	1	.4	218	.1
EQUIVALENT TIME OFF	1	.4	120	.1
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO TIME OR PAY AFTER 3 HOURS	1	.4	200	.1
1.50 TIME OFF OR PAY AT 1.50 TIME	4	1.6	1,655	1.0
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 4 HOURS	1	.4	320	.2
2.00 TIME/PAY AFTER 7 3/4 HOURS	6	2.4	11,584	6.7
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	33	13.3	49,770	28.7
EQUIVALENT TIME OFF OR PAY AT DOUBLE TIM	2	.8	1,721	1.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	1.2	2,595	1.5
NOT SPECIFIED	1	.4	245	.1
OTHER	7	2.8	5,276	3.0
TOTAL	249	100.0	173,238	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	166	66.7	125,533	72.5
$ 3.00 PER MEAL PAID AFTER				
4 HOURS OF OVERTIME	1	.4	2,300	1.3
UNSPECIFIED HOURS	1	.4	100	.1
$ 3.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	.4	422	.2
$ 4.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	.4	175	.1
$ 4.50 PER MEAL PAID AFTER				
4 HOURS OF OVERTIME	1	.4	295	.2
$ 5.00 PER MEAL PAID AFTER				
1 HOURS OF OVERTIME	1	.4	300	.2
1-1/2 HOURS OF OVERTIME	3	1.2	1,750	1.0
2 HOURS OF OVERTIME	4	1.6	495	.3
UNSPECIFIED HOURS	3	1.2	1,050	.6
$ 5.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	.4	335	.2
$ 6.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	2	.8	3,500	2.0
$ 6.25 PER MEAL PAID AFTER				
1 HOURS OF OVERTIME	1	.4	100	.1
$ 6.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	4	1.6	8,381	4.8
$ 7.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	2	.8	365	.2
3 HOURS OF OVERTIME	1	.4	110	.1
$ 3.30 PER MEAL PAID OR SUPPLIED AFTER				
3 HOURS OF OVERTIME	1	.4	1,100	.6
$ 4.80 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	1	.4	125	.1
$ 5.00 PER MEAL PAID OR SUPPLIED AFTER				
1 HOURS OF OVERTIME	2	.8	320	.2
1-1/2 HOURS OF OVERTIME	1	.4	616	.4
2 HOURS OF OVERTIME	1	.4	120	.1
$ 6.00 PER MEAL PAID OR SUPPLIED AFTER				
1 HOURS OF OVERTIME	1	.4	114	.1
$ 6.50 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	1	.4	154	.1
$ 7.00 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	1	.4	176	.1
$ 7.50 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	2	.8	320	.2
$ 8.00 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	1	.4	218	.1
$ 9.00 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	1	.4	111	.1

CONTINUED...

TABLE 37 (...CONTINUED) PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
AMOUNT NOT SPECIFIED, PAID AFTER				
2 HOURS OF OVERTIME	1	.4	160	.1
4 HOURS OF OVERTIME	1	.4	237	.1
MEALS FURNISHED BY EMPLOYER AFTER				
1 HOURS OF OVERTIME	3	1.2	1,276	.7
1-1/2 HOURS OF OVERTIME	1	.4	125	.1
2 HOURS OF OVERTIME	28	11.2	14,584	8.4
3 HOURS OF OVERTIME	2	.8	1,130	.7
4 HOURS OF OVERTIME	3	1.2	1,190	.7
UNSPECIFIED HOURS	3	1.2	3,851	2.2
NOT SPECIFIED	1	.4	2,100	1.2
TOTAL	249	100.0	173,238	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	178	71.5	138,429	79.9
PROVISION EXISTS	71	28.5	34,809	20.1
TOTAL	249	100.0	173,238	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	193	77.5	121,185	70.0
AMOUNT PER HOUR				
$.25	1	.4	290	.2
$.27	1	.4	175	.1
$.30	2	.8	1,888	1.1
$.35	1	.4	240	.1
$.50	28	11.2	34,448	19.9
$1.15	1	.4	300	.2
$1.25	2	.8	313	.2
$2.50	1	.4	323	.2
$4.00	1	.4	113	.1
FLAT AMOUNT PER SHIFT				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	420	.2
PER CENT OF WAGES				
15.0 PER CENT	1	.4	160	.1
TIME RATE PAYMENT				
TIME AND ONE-HALF	6	2.4	1,811	1.0
DOUBLE TIME	2	.8	1,700	1.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	3,700	2.1
OTHER RATE PAYMENT	1	.4	2,700	1.6
NOT SPECIFIED	3	1.2	1,057	.6
OTHER	3	1.2	2,415	1.4
TOTAL	249	100.0	173,238	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	163	65.5	95,185	54.9
AMOUNT PER HOUR				
$.25	1	.4	290	.2
$.27	1	.4	175	.1
$.30	1	.4	175	.1
$.35	2	.8	1,953	1.1
$.40	1	.4	650	.4
$.50	28	11.2	34,448	19.9
$.75	1	.4	121	.1
$1.00	6	2.4	7,790	4.5
$1.25	5	2.0	934	.5
$1.50	1	.4	200	.1
$1.55	1	.4	300	.2
$2.50	1	.4	323	.2
$4.00	1	.4	113	.1
FLAT AMOUNT PER SHIFT				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	420	.2
PER CENT OF WAGES				
20.0 PER CENT	1	.4	160	.1
50.0 PER CENT	1	.4	3,032	1.8
TIME RATE PAYMENT				
TIME AND ONE-QUARTER	1	.4	1,435	.8
TIME AND ONE-HALF	12	4.8	8,613	5.0
DOUBLE TIME	8	3.2	4,670	2.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	.8	4,007	2.3
OTHER RATE PAYMENT	1	.4	2,700	1.6
NOT SPECIFIED	4	1.6	2,557	1.5
OTHER	5	2.0	2,987	1.7
TOTAL	249	100.0	173,238	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	39	15.7	15,207	8.8
AMOUNT PER HOUR				
$.15	2	.8	1,220	.7
$.20	1	.4	450	.3
$.23	1	.4	130	.1
$.25	14	5.6	2,550	1.5
$.28	1	.4	674	.4
$.30	12	4.8	4,700	2.7
$.31	9	3.6	2,136	1.2
$.35	15	6.0	7,956	4.6
$.37	1	.4	121	.1
$.40	18	7.2	10,390	6.0
$.44	1	.4	135	.1
$.45	10	4.0	3,795	2.2
$.49	1	.4	110	.1
$.50	13	5.2	24,677	14.2
$.54	1	.4	175	.1
$.55	6	2.4	855	.5
$.57	2	.8	1,169	.7
$.60	4	1.6	7,370	4.3
$.63	1	.4	550	.3
$.64	1	.4	165	.1
$.65	2	.8	1,128	.7
$.74	1	.4	200	.1
$.75	23	9.2	22,596	13.0
$.78	1	.4	112	.1
$.79	1	.4	939	.5
$.81	1	.4	420	.2
$.85	1	.4	101	.1
$.90	1	.4	2,300	1.3
$1.00	33	13.3	42,493	24.5
$1.50	1	.4	148	.1
$2.50	2	.8	523	.3
$4.00	1	.4	113	.1
$5.00	1	.4	237	.1
$5.40	1	.4	1,570	.9
$5.70	2	.8	1,258	.7
$6.00	1	.4	1,391	.8
$6.30	1	.4	470	.3
$7.00	1	.4	130	.1
$7.50	2	.8	2,288	1.3
FLAT AMOUNT PER SHIFT				
$ 7.00 PER SHIFT	1	.4	230	.1
FLAT AMOUNT PER MONTH				
$55.00 PER MONTH	1	.4	100	.1
PER CENT OF WAGES				
6.0 PER CENT	1	.4	325	.2
7.0 PER CENT	1	.4	1,816	1.0
10.0 PER CENT	1	.4	3,300	1.9
15.0 PER CENT	5	2.0	1,788	1.0
TIME DIFFERENTIAL				
8.0 HOURS PAY FOR 7.0 HOURS WORK	3	1.2	1,134	.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	421	.2
NOT SPECIFIED	3	1.2	787	.5
OTHER	2	.8	385	.2
TOTAL	249	100.0	173,238	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	16.5	15,591	9.0
AMOUNT PER HOUR				
$.15	2	.8	1,710	1.0
$.25	6	2.4	1,414	.8
$.30	13	5.2	3,591	2.1
$.31	8	3.2	2,204	1.3
$.35	16	6.4	10,705	6.2
$.37	1	.4	121	.1
$.40	12	4.8	6,605	3.8
$.45	11	4.4	5,046	2.9
$.46	1	.4	130	.1
$.50	15	6.0	25,794	14.9
$.55	4	1.6	540	.3
$.60	7	2.8	1,164	.7
$.65	2	.8	6,875	4.0
$.70	1	.4	128	.1
$.73	2	.8	1,169	.7
$.74	1	.4	200	.1
$.75	24	9.6	21,897	12.6
$.79	1	.4	939	.5
$.80	2	.8	235	.1
$.81	1	.4	420	.2
$.90	1	.4	2,300	1.3
$.95	1	.4	175	.1
$1.00	38	15.3	43,613	25.2
$1.12	1	.4	165	.1
$1.13	2	.8	1,550	.9
$1.50	1	.4	148	.1
$2.50	2	.8	523	.3
$4.00	1	.4	113	.1
$5.40	1	.4	1,570	.9
$6.50	1	.4	1,391	.8
$7.30	2	.8	1,258	.7
$7.50	5	2.0	2,763	1.6
$11.20	1	.4	470	.3
$15.00	1	.4	195	.1
FLAT AMOUNT PER SHIFT				
$ 7.00 PER SHIFT	1	.4	230	.1
FLAT AMOUNT PER MONTH				
$55.00 PER MONTH	1	.4	100	.1
PER CENT OF WAGES				
6.0 PER CENT	1	.4	325	.2
10.0 PER CENT	2	.8	5,116	3.0
15.0 PER CENT	3	1.2	596	.3
20.0 PER CENT	2	.8	1,192	.7
TIME DIFFERENTIAL				
8.0 HOURS PAY FOR 7.0 HOURS WORK	3	1.2	1,134	.7
8.0 HOURS PAY FOR 7.5 HOURS WORK	1	.4	240	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	421	.2
NOT SPECIFIED	3	1.2	787	.5
OTHER	2	.8	385	.2
TOTAL	249	100.0	173,238	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	236	94.8	164,094	94.7
AMOUNT PER HOUR				
$.20	1	.4	307	.2
$.25	1	.4	135	.1
$.30	1	.4	185	.1
$.40	1	.4	225	.1
$.50	1	.4	150	.1
$.64	1	.4	110	.1
$1.50	1	.4	100	.1
FLAT AMOUNT PER SHIFT				
$ 1.25 PER SHIFT	1	.4	232	.1
$ 2.00 PER SHIFT	2	.8	4,423	2.6
NOT SPECIFIED	2	.8	1,777	1.0
OTHER	1	.4	1,500	.9
TOTAL	249	100.0	173,238	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	229	92.0	133,720	77.2
AMOUNT PER HOUR				
$.40	3	1.2	6,730	3.9
$.50	2	.8	235	.1
$.80	1	.4	105	.1
FLAT AMOUNT PER SHIFT				
$ 5.90 PER SHIFT	11	4.4	31,881	18.4
PER CENT OF WAGES				
2.0 PER CENT	1	.4	116	.1
OTHER	2	.8	451	.3
TOTAL	249	100.0	173,238	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	221	88.8	121,410	70.1
AMOUNT PER HOUR				
$.30	1	.4	1,032	.6
$.40	1	.4	3,700	2.1
$.50	3	1.2	5,368	3.1
$.60	2	.8	399	.2
$.70	1	.4	2,700	1.6
$1.30	2	.8	405	.2
FLAT AMOUNT PER SHIFT				
$ 5.00 PER SHIFT	1	.4	450	.3
$ 5.90 PER SHIFT	1	.4	1,196	.7
TIME RATE PAYMENT				
TIME AND ONE-HALF	1	.4	1,570	.9
DOUBLE TIME	2	.8	1,247	.7
DOUBLE TIME AND ONE-HALF	1	.4	3,843	2.2
NOT SPECIFIED	1	.4	116	.1
OTHER	11	4.4	29,802	17.2
TOTAL	249	100.0	173,238	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	213	85.5	131,957	76.2
AMOUNT PER HOUR				
$.30	1	.4	300	.2
$.40	1	.4	2,700	1.6
$.60	2	.8	420	.2
$.70	1	.4	335	.2
$1.30	1	.4	105	.1
FLAT AMOUNT PER SHIFT				
$ 5.00 PER SHIFT	1	.4	300	.2
$ 8.50 PER SHIFT	1	.4	1,319	.8
$15.00 PER SHIFT	1	.4	320	.2
$20.00 PER SHIFT	3	1.2	1,985	1.1
$25.00 PER SHIFT	1	.4	1,196	.7
$35.00 PER SHIFT	8	3.2	17,220	9.9
PER CENT OF WAGES				
1.0 PER CENT	1	.4	6,000	3.5
2.0 PER CENT	1	.4	116	.1
NOT SPECIFIED	1	.4	330	.2
OTHER	12	4.8	8,635	5.0
TOTAL	249	100.0	173,238	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	180	72.3	87,502	50.5
PROVISION EXISTS	69	27.7	85,736	49.5
TOTAL	249	100.0	173,238	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	96	38.6	63,805	36.8
2.0 HOURS OF WORK OR PAY	12	4.8	6,921	4.0
3.0 HOURS OF WORK OR PAY	30	12.0	50,545	29.2
4.0 HOURS OF WORK OR PAY	70	28.1	25,471	14.7
8.0 HOURS OF WORK OR PAY	4	1.6	740	.4
VARIES DEPENDING ON WORK OR NOT	35	14.1	25,086	14.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	.8	670	.4
TOTAL	249	100.0	173,238	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	46	18.5	18,436	10.6
MINIMUM OF 2.0 HOURS AT				
STRAIGHT TIME	3	1.2	800	.5
TIME AND ONE-HALF	16	6.4	13,156	7.6
DOUBLE TIME	32	12.9	24,907	14.4
MINIMUM OF 2.5 HOURS AT				
DOUBLE TIME	2	.8	1,338	.8
MINIMUM OF 3.0 HOURS AT				
STRAIGHT TIME	2	.8	843	.5
TIME AND ONE-HALF	11	4.4	4,413	2.5
TIME AND THREE-QUARTERS	1	.4	240	.1
DOUBLE TIME	3	1.2	5,471	3.2
MINIMUM OF 4.0 HOURS AT				
STRAIGHT TIME	14	5.6	4,088	2.4
TIME AND ONE-HALF	8	3.2	1,556	.9
DOUBLE TIME	3	1.2	1,263	.7
MINIMUM OF 6.0 HOURS AT				
TIME AND ONE-HALF	1	.4	300	.2
MINIMUM OF 1.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	.4	939	.5
MINIMUM OF 2.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	3	1.2	4,184	2.4
MINIMUM OF 3.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	2	.8	2,580	1.5
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	22	8.8	8,398	4.8
MINIMUM OF 5.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	.4	1,200	.7
MINIMUM OF 1.0 HOURS AT APPLICABLE OVERTIME RATE	7	2.8	8,717	5.0
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	26	10.4	46,112	26.6
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	10	4.0	14,899	8.6
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	17	6.8	4,875	2.8
MINIMUM OF 5.0 HOURS AT APPLICABLE OVERTIME RATE	1	.4	470	.3
MINIMUM OF 2.0 HOURS, RATE NOT SPECIFIED	1	.4	290	.2
MINIMUM OF 3.0 HOURS, RATE NOT SPECIFIED	1	.4	149	.1
MINIMUM OF 4.0 HOURS, RATE NOT SPECIFIED	4	1.6	565	.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	1.6	1,763	1.0

CONTINUED...

TABLE 49 (...CONTINUED) CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
OTHER	7	2.8	1,286	.7
TOTAL	249	100.0	173,238	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	228	91.6	162,572	93.8
WEEKLY WORK OR WAGE GUARANTEE	12	4.8	6,434	3.7
BI-WEEKLY WORK OR WAGE GUARANTEE	1	.4	125	.1
WEEKLY GUARANTEE, LIMITED TO SPECIFIED NUMBER OF EMPL. OR OCCUPATIONAL GROUPS	2	.8	255	.1
BIWEEKLY GUARANTEE, LIMITED TO SPECIFIED NUMBER OF EMPL. OR OCCUPATIONAL GROUPS	1	.4	1,435	.8
GUARANTEED WORK OR PAY VARIES BY OCCUPATIONAL GROUP	1	.4	1,500	.9
OTHER	4	1.6	917	.5
TOTAL	249	100.0	173,238	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	162	65.1	136,578	78.8
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	80	32.1	34,601	20.0
EMPLOYEE RETAINS HIS RATE ONLY FOR A SPECIFED PERIOD	6	2.4	1,639	.9
OTHER	1	.4	420	.2
TOTAL	249	100.0	173,238	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	23.7	28,468	16.4
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	48	19.3	21,868	12.6
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	137	55.0	115,963	66.9
EMPLOYEE PAID HIGHER RATE FROM START OF TRANSFER OR AFTER A PERIOD OF TIME	4	1.6	6,519	3.8
OTHER	1	.4	420	.2
TOTAL	249	100.0	173,238	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	80	32.1	39,998	23.1
1 PERIOD 15 MINUTES EACH	1	.4	150	.1
2 PERIODS, 10 MINUTES EACH	45	18.1	20,021	11.6
2 PERIODS, 12 MINUTES EACH	2	.8	320	.2
2 PERIODS, 15 MINUTES EACH	104	41.8	104,411	60.3
2 PERIODS, 20 MINUTES EACH	2	.8	2,085	1.2
2 PERIODS, DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	130	.1
2 PERIODS, DURATION VARIES FOR MORNING AND AFTERNOON	1	.4	422	.2
2 PERIODS, DURATION NOT SPECIFIED	5	2.0	710	.4
PERIODS AND DURATION NOT SPECIFIED	1	.4	176	.1
OTHER	7	2.8	4,815	2.8
TOTAL	249	100.0	173,238	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	231	92.8	165,342	95.4
1 PERIOD 5 MINUTES EACH	10	4.0	1,833	1.1
1 PERIOD 20 MINUTES EACH	1	.4	2,700	1.6
1 PERIOD 30 MINUTES EACH	1	.4	119	.1
1 PERIOD DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	133	.1
PERIODS AND DURATION NOT SPECIFIED	5	2.0	3,111	1.8
TOTAL	249	100.0	173,238	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	.8	3,655	2.1
1 FULL HOLIDAY	1	.4	112	.1
9 FULL HOLIDAYS	3	1.2	2,521	1.5
10 FULL HOLIDAYS	69	27.7	28,632	16.5
10 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	2	.8	363	.2
10 FULL HOLIDAYS PLUS 3 HALF HOLIDAYS	1	.4	250	.1
11 FULL HOLIDAYS	108	43.4	69,892	40.3
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	14	5.6	15,163	8.8
11 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	3	1.2	457	.3
11 FULL HOLIDAYS PLUS 3 HALF HOLIDAYS	1	.4	770	.4
12 FULL HOLIDAYS	32	12.9	44,591	25.7
12 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	1	.4	323	.2
13 FULL HOLIDAYS	3	1.2	605	.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	5	2.0	3,519	2.0
PROVISION FOR PAID HOLIDAYS BUT NUMBER NOT SPECIFIED	4	1.6	2,385	1.4
TOTAL	249	100.0	173,238	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	249	100.0	173,238	100.0
TOTAL	249	100.0	173,238	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	164	65.9	143,534	82.9
30 CALENDAR DAYS	46	18.5	16,539	9.5
90 CALENDAR DAYS	1	.4	470	.3
7 WORKING DAYS	1	.4	200	.1
30 WORKING DAYS	16	6.4	4,709	2.7
45 WORKING DAYS	1	.4	422	.2
60 WORKING DAYS	1	.4	110	.1
65 WORKING DAYS	2	.8	300	.2
90 WORKING DAYS	1	.4	130	.1
4 WEEKS	2	.8	354	.2
5 WEEKS	1	.4	164	.1
1 MONTH	2	.8	372	.2
3 MONTHS	1	.4	151	.1
5 MONTHS	1	.4	2,000	1.2
NOT SPECIFIED	3	1.2	1,178	.7
OTHER	6	2.4	2,605	1.5
TOTAL	249	100.0	173,238	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	28.1	64,422	37.2
DAY BEFORE AND AFTER HOLIDAY	170	68.3	106,128	61.3
DAY BEFORE OR AFTER HOLIDAY	4	1.6	1,459	.8
DURING HOLIDAY WEEK OR OTHER PERIOD	5	2.0	1,229	.7
TOTAL	249	100.0	173,238	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	186	74.7	120,272	69.4
PROVISION EXISTS	63	25.3	52,966	30.6
TOTAL	249	100.0	173,238	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	159	63.9	136,069	78.5
PRECEDING FRIDAY OFF WITH PAY	10	4.0	2,639	1.5
FOLLOWING MONDAY OFF WITH PAY	24	9.6	8,276	4.8
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	28	11.2	16,089	9.3
ANOTHER DAY OFF WITH PAY	13	5.2	6,596	3.8
EXTRA DAYS PAY	2	.8	283	.2
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	4	1.6	574	.3
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	1	.4	110	.1
ACCORDING TO GOVERNMENT REGULATIONS	4	1.6	597	.3
OTHER	4	1.6	2,005	1.2
TOTAL	249	100.0	173,238	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	140	56.2	123,937	71.5
FOLLOWING MONDAY OFF WITH PAY	50	20.1	21,178	12.2
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	28	11.2	16,089	9.3
ANOTHER DAY OFF WITH PAY	18	7.2	8,748	5.0
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	4	1.6	574	.3
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	1	.4	110	.1
ACCORDING TO GOVERNMENT REGULATIONS	5	2.0	1,537	.9
OTHER	3	1.2	1,065	.6
TOTAL	249	100.0	173,238	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	61	24.5	30,300	17.5
EXTRA DAYS VACATION WITH PAY	127	51.0	97,284	56.2
EXTRA DAYS PAY	6	2.4	1,838	1.1
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	55	22.1	43,816	25.3
TOTAL	249	100.0	173,238	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	124	49.8	54,107	31.2
EXTRA DAY OFF WITH PAY	72	28.9	78,545	45.3
EXTRA DAYS PAY	10	4.0	3,086	1.8
EXTRA DAY OFF OR EXTRA DAYS PAY	43	17.3	37,500	21.6
TOTAL	249	100.0	173,238	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	6.8	6,804	3.9
STRAIGHT TIME PLUS HOLIDAY PAY	1	.4	100	.1
TIME AND ONE-HALF PLUS HOLIDAY PAY	46	18.5	10,149	5.9
TIME AND THREE-QUARTERS PLUS HOLIDAY PAY	1	.4	240	.1
DOUBLE TIME PLUS HOLIDAY PAY	85	34.1	58,528	33.8
DOUBLE TIME AND ONE-HALF PLUS HOLIDAY PAY	3	1.2	1,293	.7
TRIPLE TIME PLUS HOLIDAY PAY	3	1.2	748	.4
STRAIGHT TIME PLUS ANOTHER DAY OFF WITH PAY	1	.4	232	.1
TIME AND ONE-HALF, PLUS ANOTHER DAY OFF WITH PAY	20	8.0	11,966	6.9
DOUBLE TIME PLUS ANOTHER DAY OFF WITH PAY	1	.4	3,300	1.9
ANOTHER DAY OFF WITH PAY PLUS HOLIDAY PAY	1	.4	120	.1
STRAIGHT TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	.4	342	.2
TIME AND ONE-HALF PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	20	8.0	15,587	9.0
DOUBLE TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	6	2.4	7,212	4.2
DAY AND ONE-HALF OFF WITH PAY OR EXTRA DAY AND ONE-HALF PAY PLUS HOLIDAY PAY	1	.4	2,100	1.2
STRAIGHT TIME OR EQUIVALENT TIME OFF PLUS HOLIDAY PAY	1	.4	330	.2
TIME AND ONE-HALF OR EQUIVALENT TIME OFF PLUS HOLIDAY PAY	1	.4	131	.1
TIME AND ONE-HALF OR TIME AND ONE-HALF OFF PLUS HOLIDAY PAY	16	6.4	38,356	22.1
DOUBLE TIME OR DOUBLE TIME OFF PLUS HOLIDAY PAY	4	1.6	3,920	2.3
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	9	3.6	3,919	2.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	1.6	2,061	1.2
NOT SPECIFIED	1	.4	101	.1
OTHER	6	2.4	5,699	3.3
TOTAL	249	100.0	173,238	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	56	22.5	46,600	26.9
SIX MONTHS BUT LESS THAN ONE YEAR	57	22.9	76,943	44.4
1 YEAR	121	48.6	41,810	24.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	9	3.6	5,928	3.4
SPECIFIED AS HOURS, DAYS OR WEEKS WORKED	1	.4	119	.1
OTHER	5	2.0	1,838	1.1
TOTAL	249	100.0	173,238	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	6.0	13,477	7.8
SIX MONTHS BUT LESS THAN ONE YEAR	1	.4	150	.1
1 YEAR	86	34.5	96,573	55.7
2 YEARS	39	15.7	15,254	8.8
3 YEARS	52	20.9	20,880	12.1
4 YEARS	19	7.6	4,402	2.5
5 YEARS	22	8.8	5,159	3.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	13	5.2	16,012	9.2
OTHER	2	.8	1,331	.8
TOTAL	249	100.0	173,238	100.0

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* For explanation see number 7 in the Definitions at page viii.

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	8.4	15,349	8.9
1 YEAR	2	.8	380	.2
2 YEARS	2	.8	470	.3
3 YEARS	13	5.2	11,538	6.7
4 YEARS	8	3.2	8,697	5.0
5 YEARS	8	3.2	2,355	1.4
6 YEARS	7	2.8	1,120	.6
7 YEARS	13	5.2	5,939	3.4
8 YEARS	71	28.5	70,628	40.8
9 YEARS	34	13.7	27,029	15.6
10 YEARS	34	13.7	10,014	5.8
11 YEARS	5	2.0	1,045	.6
12 YEARS	13	5.2	2,795	1.6
14 YEARS	2	.8	250	.1
15 YEARS	2	.8	280	.2
17 YEARS	1	.4	240	.1
18 YEARS	1	.4	111	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	12	4.8	14,998	8.7
TOTAL	249	100.0	173,238	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	16.5	18,509	10.7
7 YEARS	1	.4	320	.2
10 YEARS	5	2.0	958	.6
11 YEARS	1	.4	230	.1
12 YEARS	4	1.6	1,058	.6
13 YEARS	17	6.8	10,444	6.0
14 YEARS	10	4.0	7,772	4.5
15 YEARS	46	18.5	33,193	19.2
16 YEARS	7	2.8	5,266	3.0
17 YEARS	12	4.8	5,214	3.0
18 YEARS	36	14.5	58,004	33.5
19 YEARS	17	6.8	12,843	7.4
20 YEARS	37	14.9	13,765	7.9
21 YEARS	1	.4	170	.1
22 YEARS	5	2.0	1,803	1.0
23 YEARS	1	.4	422	.2
25 YEARS	2	.8	312	.2
30 YEARS	2	.8	251	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	1.6	2,704	1.6
TOTAL	249	100.0	173,238	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	136	54.6	112,223	64.8
15 YEARS	3	1.2	747	.4
16 YEARS	1	.4	250	.1
18 YEARS	15	6.0	9,394	5.4
20 YEARS	13	5.2	5,124	3.0
21 YEARS	2	.8	343	.2
23 YEARS	1	.4	330	.2
24 YEARS	14	5.6	6,399	3.7
25 YEARS	49	19.7	32,778	18.9
26 YEARS	1	.4	940	.5
27 YEARS	1	.4	119	.1
30 YEARS	12	4.8	3,917	2.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	674	.4
TOTAL	249	100.0	173,238	100.0

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	4.0	12,682	7.3
TWO WEEKS	1	.4	120	.1
THREE WEEKS	8	3.2	2,222	1.3
FOUR WEEKS	20	8.0	3,240	1.9
FIVE WEEKS	92	36.9	93,147	53.8
SIX WEEKS	77	30.9	41,829	24.1
SEVEN WEEKS	34	13.7	17,053	9.8
EIGHT WEEKS	1	.4	155	.1
NINE WEEKS	1	.4	155	.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	1.2	2,375	1.4
NOT SPECIFIED	2	.8	260	.2
TOTAL	249	100.0	173,238	100.0

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* For explanation see number 7 in the Definitions at page viii.

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	212	85.1	139,627	80.6
PROVISION EXISTS	37	14.9	33,611	19.4
TOTAL	249	100.0	173,238	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS) *

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	121	48.6	56,278	32.5
CASUAL ILLNESS LEAVE	75	30.1	55,150	31.8
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	53	21.3	61,810	35.7
TOTAL	249	100.0	173,238	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE *

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	153	61.4	74,253	42.9
30 CALENDAR DAYS	3	1.2	2,267	1.3
45 CALENDAR DAYS	1	.4	115	.1
90 CALENDAR DAYS	1	.4	105	.1
42 WORKING DAYS	1	.4	4,038	2.3
45 WORKING DAYS	1	.4	190	.1
60 WORKING DAYS	5	2.0	4,021	2.3
65 WORKING DAYS	7	2.8	5,523	3.2
90 WORKING DAYS	2	.8	305	.2
1 MONTHS	15	6.0	35,597	20.5
3 MONTHS	39	15.7	34,057	19.7
4 MONTHS	1	.4	325	.2
5 MONTHS	1	.4	380	.2
6 MONTHS	7	2.8	4,481	2.6
12 MONTHS	10	4.0	5,682	3.3
OTHER	2	.8	1,899	1.1
TOTAL	249	100.0	173,238	100.0

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* For explanation see number 8 in the Definitions at page viii.

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	125	50.2	59,985	34.6
3 DAYS	1	.4	232	.1
4 DAYS	1	.4	225	.1
5 DAYS	3	1.2	1,280	.7
6 DAYS	13	5.2	6,692	3.9
7 DAYS	2	.8	290	.2
9 DAYS	2	.8	455	.3
10 DAYS	19	7.6	42,011	24.3
12 DAYS	11	4.4	2,770	1.6
15 DAYS	4	1.6	614	.4
16 DAYS	1	.4	155	.1
18 DAYS	34	13.7	35,675	20.6
20 DAYS	3	1.2	765	.4
22 DAYS	3	1.2	2,170	1.3
24 DAYS	7	2.8	3,606	2.1
85 DAYS	1	.4	2,100	1.2
VARIES WITH LENGTH OF SERVICE	12	4.8	11,178	6.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	.8	309	.2
OTHER	5	2.0	2,726	1.6
TOTAL	249	100.0	173,238	100.0

* For explanation see number 8 in the Definitions at page viii.

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE*

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	134	53.8	65,694	37.9
UNDER 60 DAYS	33	13.3	14,603	8.4
60 - 89 DAYS	7	2.8	3,780	2.2
90 - 119 DAYS	19	7.6	37,976	21.9
120 - 149 DAYS	29	11.6	31,545	18.2
150 - 179 DAYS	4	1.6	2,420	1.4
180 - 209 DAYS	10	4.0	7,573	4.4
VARIES WITH LENGTH OF SERVICE	6	2.4	4,507	2.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	160	.1
NO LIMIT SPECIFIED	2	.8	2,430	1.4
OTHER	4	1.6	2,550	1.5
TOTAL	249	100.0	173,238	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	236	94.8	164,659	95.0
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
50.0 PER CENT	2	.8	2,450	1.4
100.0 PER CENT	7	2.8	4,157	2.4
VARIES WITH LENGTH OF SERVICE	2	.8	1,150	.7
PER CENT NOT SPECIFIED	2	.8	822	.5
TOTAL	249	100.0	173,238	100.0

* For explanation see number 8 in the Definitions at page viii.

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	239	96.0	165,631	95.6
10 DAYS	1	.4	2,300	1.3
20 DAYS	2	.8	850	.5
26 DAYS	1	.4	335	.2
28 DAYS	2	.8	707	.4
30 DAYS	1	.4	1,000	.6
OTHER	3	1.2	2,415	1.4
TOTAL	249	100.0	173,238	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	229	92.0	160,093	92.4
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
25.0 PER CENT	1	.4	100	.1
50.0 PER CENT	2	.8	2,405	1.4
100.0 PER CENT	13	5.2	9,538	5.5
VARIES WITH LENGTH OF SERVICE	1	.4	150	.1
PER CENT NOT SPECIFIED	2	.8	822	.5
OTHER	1	.4	130	.1
TOTAL	249	100.0	173,238	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	232	93.2	161,203	93.1
10 DAYS	1	.4	2,300	1.3
20 DAYS	3	1.2	1,172	.7
26 DAYS	3	1.2	733	.4
28 DAYS	4	1.6	5,080	2.9
45 DAYS	1	.4	100	.1
60 DAYS	1	.4	105	.1
OTHER	4	1.6	2,545	1.5
TOTAL	249	100.0	173,238	100.0

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* For explanation see number 8 in the Definitions at page viii.

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	244	98.0	170,089	98.2
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
50.0 PER CENT	1	.4	105	.1
100.0 PER CENT	2	.8	2,138	1.2
PER CENT NOT SPECIFIED	2	.8	906	.5
TOTAL	249	100.0	173,238	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	245	98.4	170,211	98.3
20 DAYS	1	.4	322	.2
60 DAYS	1	.4	105	.1
200 DAYS	1	.4	1,816	1.0
OTHER	1	.4	784	.5
TOTAL	249	100.0	173,238	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	174	69.9	112,787	65.1
PROVISION EXISTS	75	30.1	60,451	34.9
TOTAL	249	100.0	173,238	100.0

* For explanation see number 8 in the Definitions at page viii.

** For explanation see number 9 in the Definitions at page viii.

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	145	58.2	64,497	37.2
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	56	22.5	65,278	37.7
PART OF DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	2	.8	350	.2
FULL DIFFERENCE FOR A PERIOD OF TIME AND PART OF DIFFERENCE THEREAFTER	12	4.8	10,016	5.8
FULL DIFFERENCE BETWEEN REGULAR AND COMPENSATION PAY TAKEN FROM SICK LEAVE	30	12.0	32,338	18.7
OTHER	4	1.6	759	.4
TOTAL	249	100.0	173,238	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	148	59.4	65,559	37.8
2 MONTHS	1	.4	470	.3
3 MONTHS	14	5.6	7,155	4.1
4 MONTHS	17	6.8	39,393	22.7
6 MONTHS	3	1.2	315	.2
12 MONTHS	2	.8	4,166	2.4
13 MONTHS	1	.4	125	.1
24 MONTHS	2	.8	451	.3
36 MONTHS	1	.4	130	.1
UNTIL UNUSED SICK LEAVE IS EXHAUSTED	31	12.4	35,379	20.4
UNTIL TERMIN., RETIREMNT OR COMMENCEMNT	9	3.6	9,074	5.2
NOT SPECIFIED	17	6.8	8,904	5.1
OTHER	3	1.2	2,117	1.2
TOTAL	249	100.0	173,238	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	28.9	35,633	20.6
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	171	68.7	132,663	76.6
REGULAR PAY PLUS JURY DUTY FEES	1	.4	218	.1
NOT SPECIFIED	4	1.6	4,382	2.5
OTHER	1	.4	342	.2
TOTAL	249	100.0	173,238	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	10.4	20,605	11.9
IMMEDIATE FAMILY ONLY				
1.0 DAY	2	.8	599	.3
3.0 DAYS	58	23.3	14,903	8.6
4.0 DAYS	8	3.2	2,545	1.5
5.0 DAYS	12	4.8	12,786	7.4
7.0 DAYS	1	.4	500	.3
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE OR OTHER RELATIVES	2	.8	1,350	.8
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	14	5.6	7,012	4.0
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE OR OTHER RELATIVES	6	2.4	2,457	1.4
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	.4	110	.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, LEAVE FOR CLOSE OR OTHER RELATIVES AT EMPLOYERS DISCRETION	2	.8	265	.2
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	2	.8	2,085	1.2
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	.4	256	.1
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, LEAVE FOR CLOSE OR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	.4	700	.4
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	2	.8	598	.3
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, LEAVE FOR CLOSE OR OTHER RELATIVES AT EMPLOYERS DISCRETION	3	1.2	953	.6
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR OTHER RELATIVES	2	.8	423	.2
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR OTHER RELATIVES	1	.4	130	.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR OTHER RELATIVES	3	1.2	3,912	2.3
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR OTHER RELATIVES	1	.4	150	.1
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR OTHER RELATIVES	3	1.2	1,866	1.1
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR OTHER RELATIVES	1	.4	240	.1

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TABLE 86 (...CONTINUED) **PAID BEREAVEMENT LEAVE**

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND LEAVE FOR OTHER RELATIVES AT EMPLOYERS DISCRETION	4	1.6	6,817	3.9
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR OTHER RELATIVES	1	.4	218	.1
1.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	.4	2,300	1.3
3.0 DAYS BASIC LEAVE WITH .2 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	.4	115	.1
3.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	3	1.2	529	.3
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	57	22.9	76,809	44.3
3.0 DAYS BASIC LEAVE WITH 3.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	.8	278	.2
3.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	2	.8	251	.1
4.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	.8	375	.2
4.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	.4	320	.2
4.0 DAYS BASIC LEAVE WITH 5.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	.4	237	.1
4.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	1	.4	1,500	.9
5.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	.4	680	.4
NOT SPECIFIED	15	6.0	4,538	2.6
OTHER	5	2.0	3,826	2.2
TOTAL	249	100.0	173,238	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	117	47.0	40,592	23.4
2 MONTHS	6	2.4	4,889	2.8
3 MONTHS	11	4.4	12,212	7.0
4 MONTHS	1	.4	251	.1
5 MONTHS	1	.4	380	.2
6 MONTHS	16	6.4	18,755	10.8
9 MONTHS	1	.4	150	.1
10 MONTHS	2	.8	315	.2
12 MONTHS	89	35.7	84,201	48.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	.8	2,080	1.2
OTHER	3	1.2	9,413	5.4
TOTAL	249	100.0	173,238	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	94	37.8	37,137	21.4
10 WEEKS	1	.4	200	.1
12 WEEKS	1	.4	300	.2
16 WEEKS	1	.4	151	.1
17 WEEKS	4	1.6	897	.5
18 WEEKS	21	8.4	9,103	5.3
20 WEEKS	5	2.0	4,173	2.4
21 WEEKS	3	1.2	360	.2
22 WEEKS	1	.4	3,843	2.2
24 WEEKS	54	21.7	66,614	38.5
26 WEEKS	2	.6	3,639	2.1
28 WEEKS	3	1.2	1,595	.9
32 WEEKS	1	.4	110	.1
36 WEEKS	37	14.9	35,585	20.5
38 WEEKS	1	.4	1,391	.8
40 WEEKS	2	.8	569	.3
48 WEEKS	1	.4	155	.1
52 WEEKS	6	2.4	3,016	1.7
ACCORDING TO LEGISLATION	6	2.4	1,328	.8
NOT SPECIFIED	5	2.0	3,072	1.8
TOTAL	249	100.0	173,238	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	165	66.3	121,640	70.2
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	64	25.7	47,075	27.2
SENIORITY ACCUMULATES DURING ENTIRE MATERNITY LEAVE	16	6.4	3,635	2.1
SENIORITY ACCUMULATES DURING PART OF MATERNITY LEAVE	3	1.2	766	.4
REFERENCE TO SENIORITY STATUS NOT SPECIFIC OR CANNOT BE DETERMINED	1	.4	122	.1
TOTAL	249	100.0	173,238	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	94	37.8	38,494	22.2
MATERNITY LEAVE PLAN EXISTS	155	62.2	134,744	77.8
TOTAL	249	100.0	173,238	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	136	54.6	108,399	62.6
PROVISION EXISTS	113	45.4	64,839	37.4
TOTAL	249	100.0	173,238	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	67	26.9	29,385	17.0
PROVISION EXISTS	182	73.1	143,853	83.0
TOTAL	249	100.0	173,238	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	164	65.9	71,730	41.4
PATERNITY	36	14.5	39,104	22.6
MOVING	2	.8	256	.1
CITIZENSHIP	3	1.2	3,950	2.3
FAMILY ILLNESS	4	1.6	5,533	3.2
PATERNITY AND MOVING	2	.8	645	.4
PATERNITY AND FAMILY ILLNESS	4	1.6	2,303	1.3
PATERNITY AND MARRIAGE	1	.4	200	.1
MOVING AND FAMILY ILLNESS	2	.8	2,780	1.6
CITIZENSHIP AND FAMILY ILLNESS	1	.4	100	.1
PATERNITY, MOVING AND FAMILY ILLNESS	3	1.2	3,826	2.2
PATERNITY,CITIZENSHIP AND FAMILY ILLNESS	1	.4	323	.2
PATERNITY, CITIZENSHIP AND MARRIAGE	1	.4	232	.1
MOVING, CITIZENSHIP AND FAMILY ILLNESS	1	.4	450	.3
PATERNITY, MOVING, CITIZENSHIP AND FAMILY ILLNESS	16	6.4	37,746	21.8
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	8	3.2	4,060	2.3
TOTAL	249	100.0	173,238	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	166	66.7	90,975	52.5
LEAVE WITHOUT PAY	27	10.8	44,917	25.9
LEAVE WITH PARTIAL PAY	3	1.2	959	.6
LEAVE WITH FULL PAY	22	8.8	14,539	8.4
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	30	12.0	21,548	12.4
OTHER	1	.4	300	.2
TOTAL	249	100.0	173,238	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	121	48.6	64,665	37.3
GRIEVANCE PAY ONLY	118	47.4	100,521	58.0
ARBITRATION PAY ONLY	2	.8	340	.2
GRIEVANCE AND ARBITRATION PAY	8	3.2	7,712	4.5
TOTAL	249	100.0	173,238	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	191	76.7	133,943	77.3
PROVISION EXISTS	58	23.3	39,295	22.7
TOTAL	249	100.0	173,238	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	249	100.0	173,238	100.0
TOTAL	249	100.0	173,238	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	103	41.4	50,892	29.4
PROVISION EXISTS	146	58.6	122,346	70.6
TOTAL	249	100.0	173,238	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	156	62.7	83,720	48.3
PROVISION EXISTS	93	37.3	89,518	51.7
TOTAL	249	100.0	173,238	100.0

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* For explanation see number 10 in the Definitions at page viii.

** For explanation see number 11 in the Definitions at page viii.

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	132	53.0	56,840	32.8
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	102	41.0	105,181	60.7
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	15	6.0	11,217	6.5
TOTAL	249	100.0	173,238	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	178	71.5	125,203	72.3
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	13	5.2	8,927	5.2
SAFETY SHOES SUPPLIED AT SOME COST TO EMPLOYEE	3	1.2	1,711	1.0
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	52	20.9	35,597	20.5
INITIAL SAFETY SHOES NO COST, MONETARY ALLOWANCE PROVIDED FOR REPLACEMENTS	1	.4	490	.3
MONETARY ALLOWANCE PROVIDED FOR INITIAL SAFETY SHOES,REPLACEMENTS AT SOME COST	1	.4	1,200	.7
OTHER	1	.4	110	.1
TOTAL	249	100.0	173,238	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	215	86.3	153,711	88.7
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	22	8.8	14,507	8.4
SAFETY GLASSES SUPPLIED AT SOME COST TO EMPLOYEE	1	.4	3,300	1.9
SAFETY GLASSES REPLACED AT NO COST TO EMPLOYEE	2	.8	271	.2
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY GLASSES	4	1.6	786	.5
INITIAL SAFETY GLASSES SUPPLIED NO COST TO EMPLOYEE, REPLACEMENTS AT SOME COST	2	.8	283	.2
OTHER	3	1.2	380	.2
TOTAL	249	100.0	173,238	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	87	34.9	45,747	26.4
SUPPLIED AT NO COST TO EMPLOYEES	130	52.2	116,353	67.2
SUPPLIED AT SOME COST TO EMPLOYEES	12	4.8	2,779	1.6
REPLACED AT NO COST TO EMPLOYEES	1	.4	150	.1
EMPLOYER MAKES A MONETARY ALLOWANCE	16	6.4	6,508	3.8
INITIAL WORK CLOTHING SUPPLIED AT SOME COST, REPLACEMENTS AT NO COST	2	.8	1,560	.9
OTHER	1	.4	141	.1
TOTAL	249	100.0	173,238	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	154	61.8	111,425	64.3
MAINTAINED AT NO COST TO EMPLOYEES	83	33.3	55,284	31.9
MAINTAINED AT SOME COST TO EMPLOYEES	2	.8	250	.1
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	10	4.0	6,279	3.6
TOTAL	249	100.0	173,238	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	169	67.9	127,864	73.8
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	17	6.8	4,130	2.4
TOOLS SUPPLIED AT SOME COST TO EMPLOYEE	1	.4	150	.1
TOOLS REPLACED AT NO COST TO EMPLOYEE	15	6.0	8,010	4.6
TOOLS REPLACED AT SOME COST TO EMPLOYEE	1	.4	400	.2
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	16	6.4	9,255	5.3
INSURANCE PROVIDED FOR EMPLOYEES TOOLS	13	5.2	8,009	4.6
INITIAL TOOLS SUPPLIED AT NO COST TO EMPLOYEES, REPLACEMENTS AT SOME COST	1	.4	100	.1
TOOLS SUPPLIED AT NO COST AND INSURANCE PROVIDED	3	1.2	1,270	.7
TOOLS REPLACED AT NO COST AND INSURANCE PROVIDED	6	2.4	7,602	4.4
MONETARY ALLOWANCE FOR PURCHASE OF TOOLS AND INSURANCE PROVIDED	4	1.6	4,221	2.4
OTHER	3	1.2	2,227	1.3
TOTAL	249	100.0	173,238	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	186	74.7	99,156	57.2
MEAL ALLOWANCE (OR MEALS SUPPLIED)	3	1.2	3,395	2.0
LODGING ALLOWANCE (OR LODGING SUPPLIED)	2	.8	1,582	.9
PER DIEM ALLOWANCE FOR INCIDENTAL EXPENSES	1	.4	623	.4
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	38	15.3	46,786	27.0
LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	1	.4	421	.2
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	16	6.4	20,825	12.0
PER DIEM ALLOWANCE PROVIDED BUT ITEMS COVERED NOT SPECIFIED OR DETERMINED	1	.4	120	.1
OTHER	1	.4	330	.2
TOTAL	249	100.0	173,238	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	180	72.3	113,776	65.7
PORTAL TO PORTAL PAY	5	2.0	6,388	3.7
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	59	23.7	44,087	25.4
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	3	1.2	6,864	4.0
OTHER	2	.8	2,123	1.2
TOTAL	249	100.0	173,238	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	185	74.3	113,628	65.6
CENTS PER KILOMETER				
12.5 CENTS	1	.4	120	.1
12.8 CENTS	1	.4	322	.2
15.6 CENTS	1	.4	116	.1
16.6 CENTS	4	1.6	2,678	1.5
17.0 CENTS	1	.4	3,500	2.0
17.4 CENTS	1	.4	288	.2
18.0 CENTS	1	.4	323	.2
20.0 CENTS	1	.4	150	.1
22.0 CENTS	2	.8	399	.2
25.0 CENTS	4	1.6	8,850	5.1
28.0 CENTS	21	8.4	23,935	13.8
VARIES WITH DISTANCE	7	2.8	6,674	3.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	.4	200	.1
OTHER	18	7.2	12,055	7.0
TOTAL	249	100.0	173,238	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	179	71.9	131,286	75.8
PROVISION EXISTS	70	28.1	41,952	24.2
TOTAL	249	100.0	173,238	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	230	92.4	158,810	91.7
ONE TO ONE	1	.4	196	.1
ONE TO TWO	4	1.6	4,600	2.7
ONE TO THREE	5	2.0	721	.4
ONE TO FIVE	2	.8	255	.1
RATIO VARIES BY TRADE	6	2.4	8,006	4.6
OTHER	1	.4	650	.4
TOTAL	249	100.0	173,238	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS*

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	161	64.7	113,601	65.6
TRAINING FOR BARGAINING UNIT EMPLOYEES	86	34.5	58,896	34.0
TRAINING FOR NON-BARGAINING UNIT EMPLOYEES	2	.8	741	.4
TOTAL	249	100.0	173,238	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	191	76.7	139,667	80.6
SEVERANCE PAY PLAN	53	21.3	30,708	17.7
LAY-OFF BENEFIT PLAN	1	.4	160	.1
SEVERANCE PAY AND LAY-OFF BENEFIT PLANS	4	1.6	2,703	1.6
TOTAL	249	100.0	173,238	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	237	95.2	168,411	97.2
PROVISION EXISTS	12	4.8	4,827	2.8
TOTAL	249	100.0	173,238	100.0

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* For explanation see number 12 in the Definitions at page viii.

** For explanation see number 13 in the Definitions at page viii.

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	224	90.0	160,023	92.4
PROVISION EXISTS	25	10.0	13,215	7.6
TOTAL	249	100.0	173,238	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	171	68.7	135,146	78.0
PROVISION EXISTS	78	31.3	38,092	22.0
TOTAL	249	100.0	173,238	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	193	77.5	141,341	81.6
PROVISION EXISTS	56	22.5	31,897	18.4
TOTAL	249	100.0	173,238	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	194	77.9	135,335	78.1
1 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	4	1.6	1,016	.6
2 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	6	2.4	7,909	4.6
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	16	6.4	9,247	5.3
6 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	6	2.4	2,205	1.3
12 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	.4	490	.3
NOT SPECIFIED	22	8.8	17,036	9.8
TOTAL	249	100.0	173,238	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	220	88.4	161,855	93.4
PROVISION EXISTS	29	11.6	11,383	6.6
TOTAL	249	100.0	173,238	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	203	81.5	136,045	78.5
PROVISION EXISTS	46	18.5	37,193	21.5
TOTAL	249	100.0	173,238	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	247	99.2	172,775	99.7
PROVISION EXISTS	2	.8	463	.3
TOTAL	249	100.0	173,238	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	222	89.2	161,864	93.4
PROVISION EXISTS	27	10.8	11,374	6.6
TOTAL	249	100.0	173,238	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	249	100.0	173,238	100.0
TOTAL	249	100.0	173,238	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	248	99.6	170,938	98.7
PROVISION EXISTS	1	.4	2,300	1.3
TOTAL	249	100.0	173,238	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	219	88.0	155,411	89.7
PROVISION EXISTS	30	12.0	17,827	10.3
TOTAL	249	100.0	173,238	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	238	95.6	170,362	98.3
PROVISION EXISTS	11	4.4	2,876	1.7
TOTAL	249	100.0	173,238	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	209	83.9	146,550	84.6
PROVISION EXISTS	40	16.1	26,688	15.4
TOTAL	249	100.0	173,238	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	248	99.6	173,001	99.9
PROVISION EXISTS	1	.4	237	.1
TOTAL	249	100.0	173,238	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	237	95.2	169,771	98.0
30 CALENDAR DAYS	5	2.0	793	.5
60 CALENDAR DAYS	2	.8	533	.3
90 CALENDAR DAYS	3	1.2	1,415	.8
OVER 95 DAYS	1	.4	110	.1
ADVANCE NOTICE REQUIRED BUT LENGTH OF NOTICE NOT SPECIFIED	1	.4	616	.4
TOTAL	249	100.0	173,238	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	156	62.7	90,401	52.2
FORMAL JOB EVALUATION PLAN	24	9.6	14,952	8.6
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	59	23.7	64,512	37.2
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	10	4.0	3,373	1.9
TOTAL	249	100.0	173,238	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	202	81.1	113,433	65.5
PROVISION EXISTS	47	18.9	59,805	34.5
TOTAL	249	100.0	173,238	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	230	92.4	161,345	93.1
PROVISION FOR EQUAL PAY FOR EQUAL WORK	16	6.4	9,718	5.6
PROVISION FOR EQUAL PAY FOR WORK OF EQUAL VALUE	3	1.2	2,175	1.3
TOTAL	249	100.0	173,238	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	222	89.2	164,830	95.1
AUTOMATIC MONTHLY ADJUSTMENTS	3	1.2	766	.4
AUTOMATIC QUARTERLY ADJUSTMENTS	8	3.2	2,282	1.3
AUTOMATIC ANNUAL ADJUSTMENTS	6	2.4	2,013	1.2
ONE ADJUSTMENT DURING TERM OF AGREEMENT	7	2.8	1,180	.7
ADJUSTMENTS TIED TO A SPECIFIC CHANGE IN THE CONSUMER PRICE INDEX	2	.8	1,982	1.1
OTHER	1	.4	185	.1
TOTAL	249	100.0	173,238	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	223	89.6	165,180	95.3
1 CENTS PER HOUR ADJUSTMENT FOR				
.3 POINT CHANGE IN THE C.P.I.	8	3.2	1,241	.7
.4 POINT CHANGE IN THE C.P.I.	2	.8	1,322	.8
CENTS PER HOUR ADJUSTMENTS CAN NOT BE EASILY TABULATED	8	3.2	2,331	1.3
PERCENTAGE ADJUSTMENTS CAN NOT BE EASILY TABULATED	2	.8	250	.1
10 CENTS PER HOUR ADJUSTMENT FOR 1.0 PERCENTAGE CHANGE IN THE C.P.I.	1	.4	195	.1
COST-OF-LIVING ADJUSTMENTS TIED TO INDEXES OTHER THAN THE C.P.I.	1	.4	332	.2
OTHER	4	1.6	2,387	1.4
TOTAL	249	100.0	173,238	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	222	89.2	146,133	84.4
CONTINUOUS SERVICE BONUS ONLY	26	10.4	27,005	15.6
ATTENDANCE AND CONTINUOUS SERVICE BONUS	1	.4	100	.1
TOTAL	249	100.0	173,238	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	63	25.3	35,494	20.5
33.3 PER CENT	2	.8	697	.4
50.0 PER CENT	43	17.3	54,946	31.7
60.0 PER CENT	4	1.6	718	.4
66.6 PER CENT	2	.8	291	.2
70.0 PER CENT	4	1.6	1,090	.6
75.0 PER CENT	44	17.7	47,478	27.4
80.0 PER CENT	3	1.2	377	.2
85.0 PER CENT	2	.8	200	.1
100.0 PER CENT	62	24.9	21,782	12.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	1.2	1,390	.8
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	.4	1,713	1.0
FLAT SUM PAYMENT	3	1.2	389	.2
NOT SPECIFIED	13	5.2	6,673	3.9
TOTAL	249	100.0	173,238	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	24.1	37,734	21.8
PRESCRIPTION DRUG PLAN ONLY	1	.4	125	.1
DENTAL CARE PLAN ONLY	148	59.4	114,921	66.3
VISION CARE PLAN ONLY	1	.4	940	.5
PRESCRIPTION DRUG PLAN AND DENTAL CARE PLAN	3	1.2	4,225	2.4
PRESCRIPTION DRUG PLAN AND VISON CARE PLAN	1	.4	500	.3
DENTAL CARE PLAN AND VISION CARE PLAN	20	8.0	7,033	4.1
COMBINATION OF THREE PLANS	15	6.0	7,760	4.5
TOTAL	249	100.0	173,238	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS *

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	205	82.3	153,085	88.4
PROVISION EXISTS	44	17.7	20,153	11.6
TOTAL	249	100.0	173,238	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	56	22.5	34,963	20.2
50.0 PER CENT	19	7.6	17,716	10.2
55.0 PER CENT	1	.4	115	.1
60.0 PER CENT	7	2.8	1,527	.9
66.6 PER CENT	13	5.2	34,981	20.2
70.0 PER CENT	3	1.2	450	.3
75.0 PER CENT	39	15.7	37,323	21.5
80.0 PER CENT	3	1.2	327	.2
85.0 PER CENT	2	.8	200	.1
100.0 PER CENT	69	27.7	28,255	16.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	1.6	2,521	1.5
FLAT SUM PAYMENT	2	.8	3,170	1.8
NOT SPECIFIED	29	11.6	11,395	6.6
OTHER	2	.8	295	.2
TOTAL	249	100.0	173,238	100.0

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* For explanation see number 14 in the Definitions at page viii.

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	56	22.5	34,386	19.8
3,000 DOLLARS	1	.4	422	.2
5,000 DOLLARS	1	.4	500	.3
6,500 DOLLARS	1	.4	150	.1
10,000 DOLLARS	8	3.2	1,890	1.1
12,000 DOLLARS	1	.4	100	.1
13,000 DOLLARS	1	.4	125	.1
15,000 DOLLARS	7	2.8	1,405	.8
20,000 DOLLARS	5	2.0	921	.5
21,000 DOLLARS	1	.4	110	.1
23,000 DOLLARS	3	1.2	1,291	.7
25,000 DOLLARS	6	2.4	1,466	.8
26,500 DOLLARS	1	.4	111	.1
27,000 DOLLARS	1	.4	120	.1
27,500 DOLLARS	1	.4	147	.1
28,000 DOLLARS	4	1.6	570	.3
29,000 DOLLARS	6	2.4	1,389	.8
30,000 DOLLARS	6	2.4	1,591	.9
31,000 DOLLARS	1	.4	101	.1
37,000 DOLLARS	1	.4	110	.1
50,000 DOLLARS	2	.8	730	.4
VARIES WITH INCOME OR JOB CLASSIFICATION	51	20.5	73,005	42.1
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	3	1.2	1,970	1.1
NOT SPECIFIED	79	31.7	50,048	28.9
OTHER	2	.8	580	.3
TOTAL	249	100.0	173,238	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	136	54.6	77,718	44.9
50.0 PER CENT	3	1.2	2,377	1.4
55.0 PER CENT	1	.4	115	.1
60.0 PER CENT	3	1.2	338	.2
66.6 PER CENT	13	5.2	34,981	20.2
70.0 PER CENT	1	.4	110	.1
75.0 PER CENT	36	14.5	36,298	21.0
80.0 PER CENT	3	1.2	327	.2
100.0 PER CENT	37	14.9	14,541	8.4
NOT SPECIFIED	16	6.4	6,433	3.7
TOTAL	249	100.0	173,238	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	136	54.6	77,718	44.9
5,000 DOLLARS	1	.4	500	.3
6,500 DOLLARS	1	.4	150	.1
10,000 DOLLARS	3	1.2	480	.3
13,000 DOLLARS	1	.4	125	.1
15,000 DOLLARS	4	1.6	535	.3
20,000 DOLLARS	6	2.4	841	.5
21,000 DOLLARS	1	.4	110	.1
23,000 DOLLARS	3	1.2	1,291	.7
25,000 DOLLARS	3	1.2	460	.3
26,500 DOLLARS	1	.4	111	.1
27,500 DOLLARS	1	.4	147	.1
28,000 DOLLARS	4	1.6	570	.3
29,000 DOLLARS	5	2.0	1,158	.7
30,000 DOLLARS	5	2.0	1,041	.6
31,000 DOLLARS	1	.4	101	.1
50,000 DOLLARS	5	2.0	1,736	1.0
VARIES WITH INCOME OR JOB CLASSIFICATION	36	14.5	58,442	33.7
NOT SPECIFIED	30	12.0	24,272	14.0
OTHER	2	.8	3,450	2.0
TOTAL	249	100.0	173,238	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	126	50.6	106,201	61.3
50.0 PER CENT	8	3.2	2,042	1.2
55.0 PER CENT	1	.4	115	.1
60.0 PER CENT	3	1.2	338	.2
65.0 PER CENT	1	.4	150	.1
66.6 PER CENT	1	.4	101	.1
70.0 PER CENT	2	.8	347	.2
75.0 PER CENT	30	12.0	32,989	19.0
80.0 PER CENT	2	.8	227	.1
100.0 PER CENT	48	19.3	15,029	8.7
FLAT SUM PAYMENT	3	1.2	2,538	1.5
PLAN EXISTS, BUT EMPLOYER DOES NOT CONTRIBUTE	1	.4	100	.1
NOT SPECIFIED	22	8.8	12,936	7.5
OTHER	1	.4	125	.1
TOTAL	249	100.0	173,238	100.0

TABLE 143

AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	127	51.0	106,301	61.4
$100.00 PER WEEK	1	.4	130	.1
$189.00 PER WEEK	2	.8	810	.5
$231.00 PER WEEK	1	.4	700	.4
$245.00 PER WEEK	1	.4	138	.1
$260.00 PER WEEK	3	1.2	603	.3
$270.00 PER WEEK	5	2.0	1,210	.7
$275.00 PER WEEK	1	.4	121	.1
$282.00 PER WEEK	1	.4	111	.1
$305.00 PER WEEK	1	.4	103	.1
$325.00 PER WEEK	1	.4	218	.1
$350.00 PER WEEK	2	.8	550	.3
$375.00 PER WEEK	1	.4	147	.1
EXPRESSED AS PERCENT OF WAGES	49	19.7	29,783	17.2
VARIES WITH INCOME OR JOB CLASSIFICATION	25	10.0	15,638	9.0
VARIES WITH SEX OR WITH SEX AND INCOME	7	2.8	9,042	5.2
NOT SPECIFIED	20	8.0	7,383	4.3
OTHER	1	.4	250	.1
TOTAL	249	100.0	173,238	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	132	53.0	111,093	64.1
13 WEEKS	3	1.2	2,245	1.3
15 WEEKS	9	3.6	2,322	1.3
16 WEEKS	1	.4	147	.1
17 WEEKS	2	.8	600	.3
24 WEEKS	11	4.4	16,739	9.7
26 WEEKS	26	10.4	5,591	3.2
39 WEEKS	1	.4	102	.1
40 WEEKS	1	.4	550	.3
52 WEEKS	19	7.6	9,049	5.2
54 WEEKS	1	.4	150	.1
VARIES WITH LENGTH OF SERVICE	16	6.4	14,753	8.5
VARIES BY SEX	1	.4	119	.1
NOT SPECIFIED	26	10.4	9,778	5.6
TOTAL	249	100.0	173,238	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	121	48.6	60,772	35.1
PROVISION EXISTS	128	51.4	112,466	64.9
TOTAL	249	100.0	173,238	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	187	75.1	106,273	61.3
75.0 PER CENT	2	.8	308	.2
85.0 PER CENT	1	.4	100	.1
100.0 PER CENT	25	10.0	42,936	24.8
CHANGES DURING TERM OF AGREEMENT	1	.4	133	.1
FLAT SUM PAYMENT	13	5.2	13,262	7.7
NOT SPECIFIED	20	8.0	10,226	5.9
TOTAL	249	100.0	173,238	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	112	45.0	91,287	52.7
NON-CONTRIBUTORY	22	8.8	6,235	3.6
CONTRIBUTORY	32	12.9	25,543	14.7
NOT SPECIFIED	82	32.9	50,033	28.9
OTHER	1	.4	140	.1
TOTAL	249	100.0	173,238	100.0

SECTION II

MINING

(Includes mines, quarries, crude petroleum and natural gas wells)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1985	1	14.3	170	6.1
OCTOBER	1	14.3	170	6.1
1986	4	57.1	1,915	69.1
JANUARY	1	14.3	165	6.0
MAY	1	14.3	1,000	36.1
JUNE	1	14.3	450	16.2
SEPTEMBER	1	14.3	300	10.8
1987 AND LATER	2	28.6	686	24.8
MARCH	1	14.3	430	15.5
SEPTEMBER	1	14.3	256	9.2
TOTAL	7	100.0	2,771	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION *

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LETHBRIDGE	1	14.3	165	6.0
CENSUS DIVISION NO. 3	1	14.3	165	6.0
THE PARKS	3	42.9	876	31.6
CENSUS DIVISION NO. 14	3	42.9	876	31.6
EDMONTON / LLOYDMIN.	1	14.3	430	15.5
MULTIPLE CENSUS DIVISIONS	1	14.3	430	15.5
PEACE RIVER	1	14.3	300	10.8
CENSUS DIVISION NO. 15	1	14.3	300	10.8
ATHABASCA	1	14.3	1,000	36.1
CENSUS DIVISION NO. 12	1	14.3	1,000	36.1
TOTAL	7	100.0	2,771	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE **

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LETHBRIDGE	1	14.3	165	6.0
REMAINDER	1	14.3	165	6.0
THE PARKS	3	42.9	876	31.6
HINTON	1	14.3	170	6.1
REMAINDER	2	28.6	706	25.5
EDMONTON / LLOYDMIN.	1	14.3	430	15.5
REMAINDER	1	14.3	430	15.5
PEACE RIVER	1	14.3	300	10.8
REMAINDER	1	14.3	300	10.8
ATHABASCA	1	14.3	1,000	36.1
FORT MCMURRAY	1	14.3	1,000	36.1
TOTAL	7	100.0	2,771	100.0

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
C.L.C. DIRECTLY CHARTERED	1	14.3	430	15.5
ENERGY & CHEMICAL WORKERS	1	14.3	165	6.0
MINE WORKERS	1	14.3	450	16.2
OIL WORKERS, MCMURRAY INDEP.	1	14.3	1,000	36.1
OPERATING ENGINEERS	2	28.6	426	15.4
STEELWORKERS	1	14.3	300	10.8
TOTAL	7	100.0	2,771	100.0

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* For explanation see number 1 in the Definitions at page viii.

** For explanation see number 2 in the Definitions at page viii.

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
ONE YEAR	1	14.3	165	6.0
BETWEEN ONE AND TWO YEARS	1	14.3	1,000	36.1
TWO YEARS	5	71.4	1,606	58.0
TOTAL	7	100.0	2,771	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	2	28.6	335	12.1
200 - 499 EMPLOYEES	4	57.1	1,436	51.8
1,000 OR MORE EMPLOYEES	1	14.3	1,000	36.1
TOTAL	7	100.0	2,771	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED*

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	57.1	1,306	47.1
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP	1	14.3	165	6.0
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	1	14.3	300	10.8
OTHER	1	14.3	1,000	36.1
TOTAL	7	100.0	2,771	100.0

* For explanation see number 3 in the Definitions at page viii.

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
GENERAL STATEMENT OF MANAGEMENT RIGHTS	2	28.6	1,450	52.3
ENUMERATED LIST OF MANAGEMENT RIGHTS	1	14.3	300	10.8
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	1	14.3	430	15.5
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	3	42.9	591	21.3
TOTAL	7	100.0	2,771	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS *

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	28.6	1,165	42.0
UNION SHOP	5	71.4	1,606	58.0
TOTAL	7	100.0	2,771	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
DUES CHECK-OFF ONLY	2	28.6	1,165	42.0
DUES AND INITIATION FEES	3	42.9	726	26.2
DUES, INITIATION FEES AND ASSESSMENTS	1	14.3	450	16.2
DUES, INITIATION FEES, ASSESSMENTS AND FINES	1	14.3	430	15.5
TOTAL	7	100.0	2,771	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	6	85.7	2,606	94.0
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE	1	14.3	165	6.0
TOTAL	7	100.0	2,771	100.0

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* For explanation see number 4 in the Definitions at page viii.

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	28.6	1,450	52.3
60 CALENDAR DAYS	1	14.3	430	15.5
30 WORKING DAYS/SHIFTS	1	14.3	300	10.8
45 WORKING DAYS/SHIFTS	2	28.6	426	15.4
6 MONTHS	1	14.3	165	6.0
TOTAL	7	100.0	2,771	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
COMPANY	1	14.3	450	16.2
PLANT	1	14.3	430	15.5
COMBINATION OF COMPANY AND DEPARTMENT	1	14.3	300	10.8
COMBINATION OF PLANT AND DEPARTMENT	1	14.3	165	6.0
COMPANY, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	14.3	1,000	36.1
NOT SPECIFIED	2	28.6	426	15.4
TOTAL	7	100.0	2,771	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	28.6	1,170	42.2
6 MONTHS	2	28.6	706	25.5
12 MONTHS	2	28.6	465	16.8
PERIOD RELATED TO LENGTH OF SERVICE, NO MAXIMUM	1	14.3	430	15.5
TOTAL	7	100.0	2,771	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	85.7	2,341	84.5
VARIES WITH LENGTH OF SERVICE	1	14.3	430	15.5
TOTAL	7	100.0	2,771	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	14.3	165	6.0
4 CALENDAR DAYS	1	14.3	430	15.5
6 CALENDAR DAYS	1	14.3	256	9.2
7 CALENDAR DAYS	1	14.3	300	10.8
5 WORKING DAYS/SHIFTS	1	14.3	450	16.2
6 WORKING DAYS/SHIFTS	1	14.3	170	6.1
NOT SPECIFIED	1	14.3	1,000	36.1
TOTAL	7	100.0	2,771	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
PRIMARY FACTOR	4	57.1	1,900	68.6
SECONDARY FACTOR	2	28.6	421	15.2
OTHER	1	14.3	450	16.2
TOTAL	7	100.0	2,771	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	57.1	1,021	36.8
PRIMARY FACTOR	2	28.6	1,300	46.9
SECONDARY FACTOR	1	14.3	450	16.2
TOTAL	7	100.0	2,771	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SOLE FACTOR	3	42.9	1,615	58.3
PRIMARY FACTOR	4	57.1	1,156	41.7
TOTAL	7	100.0	2,771	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
UNION REPRESENTATIVE ONLY	1	14.3	430	15.5
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	6	85.7	2,341	84.5
TOTAL	7	100.0	2,771	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	28.6	595	21.5
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	5	71.4	2,176	78.5
TOTAL	7	100.0	2,771	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	4	57.1	1,176	42.4
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	3	42.9	1,595	57.6
TOTAL	7	100.0	2,771	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIVE DAYS A WEEK	4	57.1	1,021	36.8
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	3	42.9	1,750	63.2
TOTAL	7	100.0	2,771	100.0

TABLE 27 STANDARD DAILY HOURS*

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
8 HOURS	4	57.1	1,021	36.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	42.9	1,750	63.2
TOTAL	7	100.0	2,771	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
40 HOURS	4	57.1	1,021	36.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	42.9	1,750	63.2
TOTAL	7	100.0	2,771	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	71.4	1,321	47.7
MEAL PERIOD PAID TO ALL EMPLOYEES DURING REGULAR WORK SCHEDULE	1	14.3	450	16.2
MEAL PERIOD PAID ON OVERTIME WORK	1	14.3	1,000	36.1
TOTAL	7	100.0	2,771	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
PROVISION FOR COMPRESSED WORK-WEEK	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

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* For explanation see number 5 in the Definitions at page viii.

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF	3	42.9	876	31.6
DOUBLE TIME	3	42.9	1,595	57.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	14.3	300	10.8
TOTAL	7	100.0	2,771	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	14.3	165	6.0
TIME AND ONE-HALF	3	42.9	876	31.6
DOUBLE TIME	2	28.6	1,430	51.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	14.3	300	10.8
TOTAL	7	100.0	2,771	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	85.7	2,321	83.8
TIME AND ONE-HALF	1	14.3	450	16.2
TOTAL	7	100.0	2,771	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	42.9	1,465	52.9
DOUBLE TIME	4	57.1	1,306	47.1
TOTAL	7	100.0	2,771	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED)*

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	57.1	1,726	62.3
TIME AND ONE-HALF	1	14.3	450	16.2
DOUBLE TIME	2	28.6	595	21.5
TOTAL	7	100.0	2,771	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	71.4	1,891	68.2
TIME AND ONE-HALF	1	14.3	450	16.2
DOUBLE TIME	1	14.3	430	15.5
TOTAL	7	100.0	2,771	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	28.6	465	16.8
MEALS FURNISHED BY EMPLOYER AFTER 2 HOURS OF OVERTIME	5	71.4	2,306	83.2
TOTAL	7	100.0	2,771	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	57.1	1,151	41.5
PROVISION EXISTS	3	42.9	1,620	58.5
TOTAL	7	100.0	2,771	100.0

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* For explanation see number 6 in the Definitions at page viii.

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	71.4	2,021	72.9
AMOUNT PER HOUR				
$1.15	1	14.3	300	10.8
TIME RATE PAYMENT				
TIME AND ONE-HALF	1	14.3	450	16.2
TOTAL	7	100.0	2,771	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	71.4	2,021	72.9
AMOUNT PER HOUR				
$1.55	1	14.3	300	10.8
OTHER	1	14.3	450	16.2
TOTAL	7	100.0	2,771	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
AMOUNT PER HOUR				
$.20	1	14.3	450	16.2
$.25	1	14.3	256	9.2
$.35	1	14.3	170	6.1
$.40	1	14.3	430	15.5
$.45	1	14.3	300	10.8
$.64	1	14.3	165	6.0
$.65	1	14.3	1,000	36.1
TOTAL	7	100.0	2,771	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
AMOUNT PER HOUR				
$.25	1	14.3	450	16.2
$.45	1	14.3	300	10.8
$.50	1	14.3	256	9.2
$.60	1	14.3	170	6.1
$.75	1	14.3	430	15.5
$1.12	1	14.3	165	6.0
$1.13	1	14.3	1,000	36.1
TOTAL	7	100.0	2,771	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	71.4	2,021	72.9
AMOUNT PER HOUR $1.30	1	14.3	300	10.8
FLAT AMOUNT PER SHIFT $ 5.00 PER SHIFT	1	14.3	450	16.2
TOTAL	7	100.0	2,771	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	85.7	2,471	89.2
FLAT AMOUNT PER SHIFT $ 5.00 PER SHIFT	1	14.3	300	10.8
TOTAL	7	100.0	2,771	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	85.7	1,771	63.9
PROVISION EXISTS	1	14.3	1,000	36.1
TOTAL	7	100.0	2,771	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	14.3	165	6.0
4.0 HOURS OF WORK OR PAY	5	71.4	2,436	87.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	14.3	170	6.1
TOTAL	7	100.0	2,771	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MINIMUM OF 4.0 HOURS AT				
TIME AND ONE-HALF	1	14.3	430	15.5
DOUBLE TIME	1	14.3	1,000	36.1
MINIMUM OF 6.0 HOURS AT TIME AND ONE-HALF	1	14.3	300	10.8
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	2	28.6	615	22.2
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	2	28.6	426	15.4
TOTAL	7	100.0	2,771	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	42.9	765	27.6
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	4	57.1	2,006	72.4
TOTAL	7	100.0	2,771	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	28.6	600	21.7
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	3	42.9	1,750	63.2
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	2	28.6	421	15.2
TOTAL	7	100.0	2,771	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	57.1	1,895	68.4
2 PERIODS, 10 MINUTES EACH	3	42.9	876	31.6
TOTAL	7	100.0	2,771	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	85.7	2,341	84.5
1 PERIOD 5 MINUTES EACH	1	14.3	430	15.5
TOTAL	7	100.0	2,771	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
11 FULL HOLIDAYS	5	71.4	1,471	53.1
12 FULL HOLIDAYS	1	14.3	300	10.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	14.3	1,000	36.1
TOTAL	7	100.0	2,771	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	28.6	600	21.7
DAY BEFORE AND AFTER HOLIDAY	5	71.4	2,171	78.3
TOTAL	7	100.0	2,771	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	71.4	1,321	47.7
PROVISION EXISTS	2	28.6	1,450	52.3
TOTAL	7	100.0	2,771	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	42.9	765	27.6
PRECEDING FRIDAY OFF WITH PAY	1	14.3	1,000	36.1
FOLLOWING MONDAY OFF WITH PAY	1	14.3	300	10.8
ACCORDING TO GOVERNMENT REGULATIONS	1	14.3	256	9.2
OTHER	1	14.3	450	16.2
TOTAL	7	100.0	2,771	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	42.9	765	27.6
FOLLOWING MONDAY OFF WITH PAY	2	28.6	1,300	46.9
ACCORDING TO GOVERNMENT REGULATIONS	1	14.3	256	9.2
OTHER	1	14.3	450	16.2
TOTAL	7	100.0	2,771	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	14.3	1,000	36.1
EXTRA DAYS VACATION WITH PAY	4	57.1	1,306	47.1
EXTRA DAYS PAY	1	14.3	300	10.8
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	1	14.3	165	6.0
TOTAL	7	100.0	2,771	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	71.4	1,341	48.4
EXTRA DAY OFF WITH PAY	1	14.3	430	15.5
EXTRA DAYS PAY	1	14.3	1,000	36.1
TOTAL	7	100.0	2,771	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	14.3	170	6.1
TIME AND ONE-HALF PLUS HOLIDAY PAY	2	28.6	706	25.5
DOUBLE TIME PLUS HOLIDAY PAY	4	57.1	1,895	68.4
TOTAL	7	100.0	2,771	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	28.6	1,165	42.0
1 YEAR	5	71.4	1,606	58.0
T O T A L	7	100.0	2,771	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1 YEAR	2	28.6	1,165	42.0
2 YEARS	3	42.9	726	26.2
3 YEARS	2	28.6	880	31.8
T O T A L	7	100.0	2,771	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
6 YEARS	1	14.3	300	10.8
9 YEARS	1	14.3	430	15.5
10 YEARS	4	57.1	1,871	67.5
11 YEARS	1	14.3	170	6.1
T O T A L	7	100.0	2,771	100.0

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	28.6	706	25.5
10 YEARS	1	14.3	300	10.8
20 YEARS	3	42.9	1,595	57.6
21 YEARS	1	14.3	170	6.1
T O T A L	7	100.0	2,771	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	85.7	2,606	94.0
25 YEARS	1	14.3	165	6.0
TOTAL	7	100.0	2,771	100.0

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FOUR WEEKS	2	28.6	706	25.5
FIVE WEEKS	4	57.1	1,900	68.6
SIX WEEKS	1	14.3	165	6.0
TOTAL	7	100.0	2,771	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	71.4	1,321	47.7
PROVISION EXISTS	2	28.6	1,450	52.3
TOTAL	7	100.0	2,771	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS) **

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	71.4	2,171	78.3
CASUAL ILLNESS LEAVE	2	28.6	600	21.7
TOTAL	7	100.0	2,771	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE **

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	71.4	2,171	78.3
3 MONTHS	2	28.6	600	21.7
TOTAL	7	100.0	2,771	100.0

* For explanation see number 7 in the Definitions at page viii.

** For explanation see number 8 in the Definitions at page viii.

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	71.4	2,171	78.3
5 DAYS	2	28.6	600	21.7
TOTAL	7	100.0	2,771	100.0

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE*

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	71.4	2,171	78.3
UNDER 60 DAYS	1	14.3	170	6.1
VARIES WITH LENGTH OF SERVICE	1	14.3	430	15.5
TOTAL	7	100.0	2,771	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

* For explanation see number 8 in the Definitions at page viii.

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	57.1	1,591	57.4
PROVISION EXISTS	3	42.9	1,180	42.6
TOTAL	7	100.0	2,771	100.0

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	85.7	2,471	89.2
OTHER	1	14.3	300	10.8
TOTAL	7	100.0	2,771	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

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* For explanation see number 8 in the Definitions at page viii.

** For explanation see number 9 in the Definitions at page viii.

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	14.3	165	6.0
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	6	85.7	2,606	94.0
TOTAL	7	100.0	2,771	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	14.3	165	6.0
IMMEDIATE FAMILY ONLY 3.0 DAYS	4	57.1	1,350	48.7
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	14.3	256	9.2
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	14.3	1,000	36.1
TOTAL	7	100.0	2,771	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	85.7	2,471	89.2
12 MONTHS	1	14.3	300	10.8
TOTAL	7	100.0	2,771	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	85.7	2,471	89.2
18 WEEKS	1	14.3	300	10.8
TOTAL	7	100.0	2,771	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	85.7	2,471	89.2
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	1	14.3	300	10.8
TOTAL	7	100.0	2,771	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	85.7	2,471	89.2
MATERNITY LEAVE PLAN EXISTS	1	14.3	300	10.8
TOTAL	7	100.0	2,771	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	42.9	1,595	57.6
PROVISION EXISTS	4	57.1	1,176	42.4
TOTAL	7	100.0	2,771	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	14.3	430	15.5
PROVISION EXISTS	6	85.7	2,341	84.5
TOTAL	7	100.0	2,771	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	71.4	1,471	53.1
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	1	14.3	1,000	36.1
OTHER	1	14.3	300	10.8
TOTAL	7	100.0	2,771	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	28.6	335	12.1
GRIEVANCE PAY ONLY	5	71.4	2,436	87.9
TOTAL	7	100.0	2,771	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS**

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	57.1	1,085	39.2
PROVISION EXISTS	3	42.9	1,686	60.8
TOTAL	7	100.0	2,771	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
PROVISION EXISTS	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

* For explanation see number 10 in the Definitions at page viii.

** For explanation see number 11 in the Definitions at page viii.

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	14.3	165	6.0
PROVISION EXISTS	6	85.7	2,606	94.0
TOTAL	7	100.0	2,771	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	28.6	615	22.2
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	5	71.4	2,156	77.8
TOTAL	7	100.0	2,771	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	57.1	2,045	73.8
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	1	14.3	256	9.2
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	2	28.6	470	17.0
TOTAL	7	100.0	2,771	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	42.9	1,595	57.6
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	3	42.9	1,006	36.3
INITIAL SAFETY GLASSES SUPPLIED NO COST TO EMPLOYEE, REPLACEMENTS AT SOME COST	1	14.3	170	6.1
TOTAL	7	100.0	2,771	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	28.6	615	22.2
SUPPLIED AT NO COST TO EMPLOYEES	2	28.6	556	20.1
EMPLOYER MAKES A MONETARY ALLOWANCE	3	42.9	1,600	57.7
TOTAL	7	100.0	2,771	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	85.7	1,771	63.9
MAINTAINED AT NO COST TO EMPLOYEES	1	14.3	1,000	36.1
TOTAL	7	100.0	2,771	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	14.3	165	6.0
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	1	14.3	1,000	36.1
TOOLS REPLACED AT NO COST TO EMPLOYEE	1	14.3	430	15.5
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	2	28.6	750	27.1
MONETARY ALLOWANCE FOR PURCHASE OF TOOLS AND INSURANCE PROVIDED	2	28.6	426	15.4
TOTAL	7	100.0	2,771	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	85.7	1,771	63.9
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	1	14.3	1,000	36.1
TOTAL	7	100.0	2,771	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	85.7	2,321	83.8
PORTAL TO PORTAL PAY	1	14.3	450	16.2
TOTAL	7	100.0	2,771	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
PROVISION EXISTS	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS*

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	14.3	430	15.5
TRAINING FOR BARGAINING UNIT EMPLOYEES	6	85.7	2,341	84.5
TOTAL	7	100.0	2,771	100.0

* For explanation see number 12 in the Definitions at page viii.

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB) *

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	42.9	1,600	57.7
SEVERANCE PAY PLAN	4	57.1	1,171	42.3
TOTAL	7	100.0	2,771	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	42.9	1,465	52.9
PROVISION EXISTS	4	57.1	1,306	47.1
TOTAL	7	100.0	2,771	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	57.1	1,765	63.7
PROVISION EXISTS	3	42.9	1,006	36.3
TOTAL	7	100.0	2,771	100.0

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* For explanation see number 13 in the Definitions at page viii.

TABLE 117

TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	85.7	1,771	63.9
6 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	14.3	1,000	36.1
TOTAL	7	100.0	2,771	100.0

TABLE 118

TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 119

TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	85.7	1,771	63.9
PROVISION EXISTS	1	14.3	1,000	36.1
TOTAL	7	100.0	2,771	100.0

TABLE 120

TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 121

TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	71.4	2,065	74.5
PROVISION EXISTS	2	28.6	706	25.5
TOTAL	7	100.0	2,771	100.0

TABLE 122

TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 123

TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 124

TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	57.1	1,065	38.4
PROVISION EXISTS	3	42.9	1,706	61.6
TOTAL	7	100.0	2,771	100.0

TABLE 125

TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 126

TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	57.1	1,065	38.4
PROVISION EXISTS	3	42.9	1,706	61.6
TOTAL	7	100.0	2,771	100.0

TABLE 127

TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	85.7	1,771	63.9
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	1	14.3	1,000	36.1
TOTAL	7	100.0	2,771	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	85.7	2,471	89.2
AUTOMATIC QUARTERLY ADJUSTMENTS	1	14.3	300	10.8
TOTAL	7	100.0	2,771	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	85.7	2,471	89.2
CENTS PER HOUR ADJUSTMENTS CAN NOT BE EASILY TABULATED	1	14.3	300	10.8
TOTAL	7	100.0	2,771	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	28.6	1,165	42.0
100.0 PER CENT	5	71.4	1,606	58.0
TOTAL	7	100.0	2,771	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	28.6	1,165	42.0
DENTAL CARE PLAN ONLY	2	28.6	706	25.5
DENTAL CARE PLAN AND VISION CARE PLAN	2	28.6	730	26.3
COMBINATION OF THREE PLANS	1	14.3	170	6.1
TOTAL	7	100.0	2,771	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS*

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	71.4	2,171	78.3
PROVISION EXISTS	2	28.6	600	21.7
TOTAL	7	100.0	2,771	100.0

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* For explanation see number 14 in the Definitions at page viii.

TABLE 138

EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	28.6	1,165	42.0
100.0 PER CENT	4	57.1	1,176	42.4
NOT SPECIFIED	1	14.3	430	15.5
TOTAL	7	100.0	2,771	100.0

TABLE 139

AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	28.6	1,165	42.0
25,000 DOLLARS	2	28.6	706	25.5
30,000 DOLLARS	1	14.3	170	6.1
50,000 DOLLARS	2	28.6	730	26.3
TOTAL	7	100.0	2,771	100.0

TABLE 140

EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	28.6	1,165	42.0
100.0 PER CENT	4	57.1	1,176	42.4
NOT SPECIFIED	1	14.3	430	15.5
TOTAL	7	100.0	2,771	100.0

TABLE 141

AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	28.6	1,165	42.0
30,000 DOLLARS	1	14.3	170	6.1
50,000 DOLLARS	4	57.1	1,436	51.8
TOTAL	7	100.0	2,771	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	28.6	1,165	42.0
100.0 PER CENT	5	71.4	1,606	58.0
TOTAL	7	100.0	2,771	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	28.6	1,165	42.0
$350.00 PER WEEK	1	14.3	450	16.2
EXPRESSED AS PERCENT OF WAGES	3	42.9	856	30.9
VARIES WITH INCOME OR JOB CLASSIFICATION	1	14.3	300	10.8
TOTAL	7	100.0	2,771	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	28.6	1,165	42.0
17 WEEKS	2	28.6	600	21.7
26 WEEKS	1	14.3	300	10.8
52 WEEKS	2	28.6	706	25.5
TOTAL	7	100.0	2,771	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	28.6	1,165	42.0
PROVISION EXISTS	5	71.4	1,606	58.0
TOTAL	7	100.0	2,771	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	100.0	2,771	100.0
TOTAL	7	100.0	2,771	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	28.6	1,165	42.0
NON-CONTRIBUTORY	2	28.6	426	15.4
CONTRIBUTORY	1	14.3	450	16.2
NOT SPECIFIED	2	28.6	730	26.3
TOTAL	7	100.0	2,771	100.0

SECTION III

MANUFACTURING

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION*

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	3	4.1	652	4.2
CENSUS DIVISION NO. 1	3	4.1	652	4.2
LETHBRIDGE	5	6.8	1,290	8.2
CENSUS DIVISION NO. 2	5	6.8	1,290	8.2
CALGARY / DRUMHELLER	19	26.0	3,402	21.7
CENSUS DIVISION NO. 6	19	26.0	3,402	21.7
THE PARKS	4	5.5	864	5.5
CENSUS DIVISION NO. 9	1	1.4	138	.9
CENSUS DIVISION NO. 14	3	4.1	726	4.6
RED DEER / WAINWRIGHT	3	4.1	505	3.2
CENSUS DIVISION NO. 8	3	4.1	505	3.2
EDMONTON / LLOYDMIN.	26	35.6	5,997	38.3
CENSUS DIVISION NO. 10	1	1.4	150	1.0
CENSUS DIVISION NO. 11	25	34.2	5,847	37.3
PEACE RIVER	5	6.8	1,079	6.9
CENSUS DIVISION NO. 15	5	6.8	1,079	6.9
INTER-REGIONAL	7	9.6	1,728	11.0
PROVINCE WIDE	1	1.4	160	1.0
TOTAL	73	100.0	15,677	100.0

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* For explanation see number 1 in the Definitions at page viii.

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE *

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	3	4.1	652	4.2
MEDICINE HAT	1	1.4	110	.7
REMAINDER	2	2.7	542	3.5
LETHBRIDGE	5	6.8	1,290	8.2
LETHBRIDGE	4	5.5	1,140	7.3
TABER	1	1.4	150	1.0
CALGARY / DRUMHELLER	19	26.0	3,402	21.7
CALGARY	19	26.0	3,402	21.7
THE PARKS	4	5.5	864	5.5
HINTON	2	2.7	606	3.9
REMAINDER	2	2.7	258	1.6
RED DEER / WAINWRIGHT	3	4.1	505	3.2
RED DEER	3	4.1	505	3.2
EDMONTON / LLOYDMIN.	26	35.6	5,997	38.3
EDMONTON	22	30.1	5,085	32.4
FORT SASKATCHEWAN	1	1.4	550	3.5
LEDUC COUNTY NO 25	1	1.4	112	.7
LLOYDMINSTER (PT)	1	1.4	150	1.0
SPRUCE GROVE	1	1.4	100	.6
PEACE RIVER	5	6.8	1,079	6.9
GRANDE PRAIRIE	2	2.7	741	4.7
REMAINDER	3	4.1	338	2.2
TWO OR MORE REGIONS	7	9.6	1,728	11.0
PROVINCE WIDE	1	1.4	160	1.0
TOTAL	73	100.0	15,677	100.0

* For explanation see number 2 in the Definitions at page viii.

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
BAKERY WORKERS	1	1.4	121	.8
BOILERMAKERS	5	6.8	662	4.2
BREWERY WORKERS	1	1.4	130	.8
CANADIAN PAPERWORKERS	1	1.4	490	3.1
CARPENTERS	2	2.7	230	1.5
EMPLOYEES ASSOCIATION	10	13.7	1,381	8.8
ENERGY & CHEMICAL WORKERS	8	11.0	1,950	12.4
GARMENT WORKERS	1	1.4	500	3.2
GLASSWORKERS	2	2.7	542	3.5
GRAPHIC COMMUNICATIONS	1	1.4	140	.9
IRON WORKERS	2	2.7	204	1.3
LABOURERS	1	1.4	154	1.0
LADIES' GARMENT WORKERS	1	1.4	133	.8
MACHINISTS	1	1.4	128	.8
MOULDERS	1	1.4	105	.7
MULTI-UNION	1	1.4	100	.6
OPERATING ENGINEERS	2	2.7	270	1.7
RETAIL WHOLESALE UNION	2	2.7	335	2.1
RUBBER WORKERS	1	1.4	110	.7
STEELWORKERS	6	8.2	1,373	8.8
TEAMSTERS	2	2.7	525	3.3
UNITED FOOD & COMM. WORKERS	13	17.8	4,487	28.6
WOODWORKERS	8	11.0	1,607	10.3
TOTAL	73	100.0	15,677	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LESS THAN ONE YEAR	1	1.4	150	1.0
ONE YEAR	4	5.5	965	6.2
BETWEEN ONE AND TWO YEARS	9	12.3	2,583	16.5
TWO YEARS	36	49.3	6,357	40.5
BETWEEN TWO AND THREE YEARS	1	1.4	165	1.1
THREE YEARS	19	26.0	5,046	32.2
MORE THAN THREE YEARS	3	4.1	411	2.6
TOTAL	73	100.0	15,677	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	52	71.2	6,750	43.1
200 - 499 EMPLOYEES	14	19.2	4,321	27.6
500 - 999 EMPLOYEES	7	9.6	4,606	29.4
TOTAL	73	100.0	15,677	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED *

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	71	97.3	14,942	95.3
NON-OFFICE AND OFFICE EMPLOYEES	2	2.7	735	4.7
TOTAL	73	100.0	15,677	100.0

* For explanation see number 3 in the Definitions at page viii.

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	35.6	5,432	34.6
UNION MEMBERSHIP	20	27.4	3,239	20.7
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP	1	1.4	245	1.6
RACE, RELIGION, NATIONALITY, SEX	4	5.5	755	4.8
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX	15	20.5	4,987	31.8
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	3	4.1	413	2.6
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	1	1.4	114	.7
DISCRIMINATION PROHIBITED BUT TYPES OF DISCRIMINATION NOT SPECIFIED	3	4.1	492	3.1
TOTAL	73	100.0	15,677	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	8.2	1,191	7.6
GENERAL STATEMENT OF MANAGEMENT RIGHTS	7	9.6	1,409	9.0
ENUMERATED LIST OF MANAGEMENT RIGHTS	21	28.8	4,935	31.5
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	9	12.3	1,295	8.3
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	30	41.1	6,847	43.7
TOTAL	73	100.0	15,677	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS *

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	16.4	2,616	16.7
CLOSED SHOP	7	9.6	993	6.3
UNION SHOP	39	53.4	9,731	62.1
MODIFIED UNION SHOP	7	9.6	967	6.2
MAINTENANCE OF MEMBERSHIP	6	8.2	1,065	6.8
MUST BECOME MEMBER OR PAY EQUIVALENT DUES	2	2.7	305	1.9
TOTAL	73	100.0	15,677	100.0

* For explanation see number 4 in the Definitions at page

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	4.1	383	2.4
DUES CHECK-OFF ONLY	13	17.8	2,807	17.9
DUES AND INITIATION FEES	22	30.1	4,567	29.1
DUES AND ASSESSMENTS	3	4.1	546	3.5
DUES AND FINES	2	2.7	263	1.7
DUES, INITIATION FEES AND ASSESSMENTS	26	35.6	6,052	38.6
DUES, INITIATION FEES AND FINES	1	1.4	500	3.2
DUES, INITIATION FEES, ASSESSMENTS AND FINES	3	4.1	559	3.6
TOTAL	73	100.0	15,677	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	5.5	511	3.3
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	42	57.5	9,408	60.0
COMPULSORY FOR UNION MEMBERS	2	2.7	257	1.6
COMPULSORY FOR NEW EMPLOYEES	7	9.6	1,041	6.6
COMPULSORY FOR UNION MEMBERS AND NEW EMPLOYEES	3	4.1	883	5.6
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	8	11.0	2,526	16.1
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	7	9.6	1,051	6.7
TOTAL	73	100.0	15,677	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	8.2	1,242	7.9
30 CALENDAR DAYS	8	11.0	2,448	15.6
60 CALENDAR DAYS	7	9.6	964	6.1
90 CALENDAR DAYS	8	11.0	1,948	12.4
98 CALENDAR DAYS	1	1.4	245	1.6
150 CALENDAR DAYS	2	2.7	525	3.3
15 WORKING DAYS/SHIFTS	1	1.4	130	.8
30 WORKING DAYS/SHIFTS	6	8.2	1,299	8.3
40 WORKING DAYS/SHIFTS	1	1.4	110	.7
45 WORKING DAYS/SHIFTS	3	4.1	842	5.4
50 WORKING DAYS/SHIFTS	1	1.4	125	.8
55 WORKING DAYS/SHIFTS	1	1.4	120	.8
60 WORKING DAYS/SHIFTS	6	8.2	912	5.8
90 WORKING DAYS/SHIFTS	5	6.8	1,495	9.5
10 WEEKS	1	1.4	100	.6
2 MONTHS	2	2.7	255	1.6
3 MONTHS	8	11.0	2,171	13.8
6 MONTHS	1	1.4	120	.8
VARIES BY OCCUPATION OR CLASSIFICATION	2	2.7	283	1.8
DEPENDS ON RELATED EXPERIENCE OR QUALIFICATIONS	2	2.7	242	1.5
OTHER	1	1.4	101	.6
TOTAL	73	100.0	15,677	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	4.1	353	2.3
COMPANY	10	13.7	1,903	12.1
PLANT	15	20.5	2,797	17.8
DEPARTMENT	3	4.1	505	3.2
JOB OR OCCUPATIONAL CLASSIFICATION	3	4.1	375	2.4
COMBINATION OF COMPANY AND PLANT	1	1.4	100	.6
COMBINATION OF COMPANY AND DEPARTMENT	3	4.1	766	4.9
COMBINATION OF COMPANY AND JOB OR OCCUPATIONAL CLASSIFICATION	1	1.4	400	2.6
COMBINATION OF PLANT AND DEPARTMENT	20	27.4	5,646	36.0
COMBINATION OF PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	1.4	105	.7
COMBINATION OF DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	1.4	300	1.9
COMBINATION OF COMPANY, PLANT AND DEPARTMENT	1	1.4	125	.8
PLANT, DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	3	4.1	730	4.7
NOT SPECIFIED	7	9.6	1,442	9.2
OTHER	1	1.4	130	.8
TOTAL	73	100.0	15,677	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	15.1	2,597	16.6
6 MONTHS	12	16.4	1,954	12.5
9 MONTHS	5	6.8	700	4.5
12 MONTHS	14	19.2	3,034	19.4
18 MONTHS	2	2.7	305	1.9
24 MONTHS	2	2.7	1,100	7.0
48 MONTHS	1	1.4	111	.7
PERIOD RELATED TO LENGTH OF SERVICE, NO MAXIMUM	16	21.9	3,362	21.4
PERIOD RELATED TO LENGTH OF SERVICE, MAXIMUM	7	9.6	1,771	11.3
NO REFERENCE TO DURATION OF SENIORITY OR RECALL RIGHTS	2	2.7	638	4.1
OTHER	1	1.4	105	.7
TOTAL	73	100.0	15,677	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	56.2	8,505	54.3
24 HOURS	2	2.7	210	1.3
48 HOURS	1	1.4	102	.7
3 CALENDAR DAYS	2	2.7	547	3.5
7 CALENDAR DAYS	2	2.7	369	2.4
2 WORKING DAYS/SHIFTS	1	1.4	140	.9
3 WORKING DAYS/SHIFTS	3	4.1	688	4.4
5 WORKING DAYS/SHIFTS	2	2.7	258	1.6
1 WEEKS	3	4.1	447	2.9
VARIES WITH LENGTH OF SERVICE	16	21.9	4,411	28.1
TOTAL	73	100.0	15,677	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	84.9	13,396	85.5
2 DAYS PAY	1	1.4	140	.9
5 DAYS PAY	1	1.4	138	.9
VARIES WITH LENGTH OF SERVICE	8	11.0	1,827	11.7
NOT SPECIFIED	1	1.4	176	1.1
TOTAL	73	100.0	15,677	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	82.2	11,978	76.4
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	1	1.4	176	1.1
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	11	15.1	3,053	19.5
ACCORDING TO LEGISLATION	1	1.4	470	3.0
TOTAL	73	100.0	15,677	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	19.2	2,125	13.6
48 HOURS	1	1.4	940	6.0
72 HOURS	1	1.4	135	.9
2 CALENDAR DAYS	1	1.4	150	1.0
3 CALENDAR DAYS	3	4.1	1,303	8.3
5 CALENDAR DAYS	6	8.2	1,022	6.5
6 CALENDAR DAYS	1	1.4	111	.7
7 CALENDAR DAYS	3	4.1	970	6.2
8 CALENDAR DAYS	1	1.4	120	.8
30 CALENDAR DAYS	1	1.4	151	1.0
2 WORKING DAYS/SHIFTS	3	4.1	442	2.8
3 WORKING DAYS/SHIFTS	14	19.2	3,207	20.5
5 WORKING DAYS/SHIFTS	13	17.8	2,704	17.2
6 WORKING DAYS/SHIFTS	2	2.7	547	3.5
7 WORKING DAYS/SHIFTS	1	1.4	133	.8
10 WORKING DAYS/SHIFTS	1	1.4	175	1.1
1 WEEKS	1	1.4	116	.7
2 WEEKS	1	1.4	200	1.3
NOT SPECIFIED	5	6.8	1,126	7.2
TOTAL	73	100.0	15,677	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	11.0	1,090	7.0
SOLE FACTOR	1	1.4	133	.8
PRIMARY FACTOR	34	46.6	7,621	48.6
SECONDARY FACTOR	26	35.6	5,407	34.5
EQUAL FACTOR	1	1.4	100	.6
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	3	4.1	1,326	8.5
TOTAL	73	100.0	15,677	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	33	45.2	5,917	37.7
SOLE FACTOR	1	1.4	470	3.0
PRIMARY FACTOR	20	27.4	4,916	31.4
SECONDARY FACTOR	12	16.4	2,261	14.4
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	7	9.6	2,113	13.5
TOTAL	73	100.0	15,677	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.7	253	1.6
SOLE FACTOR	11	15.1	2,065	13.2
PRIMARY FACTOR	40	54.8	8,891	56.7
SECONDARY FACTOR	19	26.0	3,918	25.0
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	1	1.4	550	3.5
TOTAL	73	100.0	15,677	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.4	138	.9
EMPLOYEE ONLY	16	21.9	3,099	19.8
UNION REPRESENTATIVE ONLY	5	6.8	685	4.4
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	41	56.2	9,090	58.0
UNION ONLY	6	8.2	1,576	10.1
EMPLOYEE OR UNION REPRESENTATIVE	2	2.7	810	5.2
CHOICE BETWEEN SEVERAL PROCEDURES	1	1.4	125	.8
OTHER	1	1.4	154	1.0
TOTAL	73	100.0	15,677	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	39	53.4	6,895	44.0
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	21	28.8	4,319	27.5
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	4	5.5	1,686	10.8
NUMBER OF STEPS AND DURATION OF DELAYS BETWEEN STEPS IS REDUCED	4	5.5	1,190	7.6
OTHER	5	6.8	1,587	10.1
TOTAL	73	100.0	15,677	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.7	280	1.8
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	16	21.9	2,341	14.9
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	49	67.1	11,329	72.3
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	6	8.2	1,727	11.0
TOTAL	73	100.0	15,677	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.4	600	3.8
FIVE DAYS A WEEK	60	82.2	12,489	79.7
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	9	12.3	2,158	13.8
WORK DAYS VARY FOR DIFFERENT SEASONS OR OTHER PERIODS	2	2.7	280	1.8
WORK DAYS NOT SPECIFIED OR CANNOT BE DETERMINED	1	1.4	150	1.0
TOTAL	73	100.0	15,677	100.0

TABLE 27 STANDARD DAILY HOURS *

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
7-3/10 HOURS	1	1.4	121	.8
7-1/2 HOURS	1	1.4	140	.9
8 HOURS	56	76.7	12,004	76.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	11	15.1	2,879	18.4
VARIES FOR DIFFERENT SEASONS	1	1.4	130	.8
NOT SPECIFIED	2	2.7	270	1.7
OTHER	1	1.4	133	.8
TOTAL	73	100.0	15,677	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
36-1/4 HOURS	1	1.4	133	.8
36-1/2 HOURS	1	1.4	121	.8
37-1/2 HOURS	1	1.4	140	.9
40 HOURS	63	86.3	13,324	85.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	6	8.2	1,839	11.7
NOT SPECIFIED	1	1.4	120	.8
TOTAL	73	100.0	15,677	100.0

* For explanation see number 5 in the Definitions at page viii.

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	33	45.2	6,763	43.1
MEAL PERIOD PAID TO ALL EMPLOYEES DURING REGULAR WORK SCHEDULE	5	6.8	920	5.9
MEAL PERIOD PAID ON THREE SHIFT OPERATIONS	3	4.1	333	2.1
MEAL PERIOD PAID ON 3RD SHIFT ONLY	1	1.4	133	.8
MEAL PERIOD PAID ON OVERTIME WORK	24	32.9	5,340	34.1
THREE SHIFTS AND OVERTIME	2	2.7	518	3.3
2ND AND 3RD SHIFTS	1	1.4	100	.6
2ND AND 3RD SHIFT AND OVERTIME	3	4.1	1,170	7.5
PROVISIONS EXIST FOR PAID MEAL PERIOD, CANNOT DETERMINE WHICH CODE APPLIES	1	1.4	400	2.6
TOTAL	73	100.0	15,677	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	82.2	13,069	83.4
PROVISION FOR FLEX-TIME	1	1.4	111	.7
PROVISION FOR COMPRESSED WORK-WEEK	12	16.4	2,497	15.9
TOTAL	73	100.0	15,677	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.7	270	1.7
TIME AND ONE-HALF	17	23.3	3,364	21.5
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 1 HOURS	2	2.7	500	3.2
DOUBLE TIME AFTER 2 HOURS	16	21.9	3,886	24.8
DOUBLE TIME AFTER 3 HOURS	10	13.7	2,067	13.2
DOUBLE TIME AFTER 4 HOURS	7	9.6	934	6.0
DOUBLE TIME AFTER 5 HOURS	3	4.1	917	5.8
DOUBLE TIME AFTER 8 HOURS	1	1.4	100	.6
OTHER	1	1.4	218	1.4
DOUBLE TIME	6	8.2	1,191	7.6
DOUBLE TIME INCREASED TO				
TRIPLE TIME AFTER 4 HOURS	1	1.4	400	2.6
1.50 TIME OFF OR PAY AT 1.50 TIME	1	1.4	160	1.0
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	2	2.7	630	4.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	490	3.1
NOT SPECIFIED	1	1.4	245	1.6
OTHER	2	2.7	305	1.9
TOTAL	73	100.0	15,677	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	39.7	6,161	39.3
TIME AND ONE-HALF	26	35.6	5,380	34.3
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 1 HOURS	2	2.7	500	3.2
DOUBLE TIME AFTER 2 HOURS	1	1.4	113	.7
DOUBLE TIME AFTER 3 HOURS	1	1.4	140	.9
DOUBLE TIME AFTER 5 HOURS	4	5.5	1,635	10.4
DOUBLE TIME AFTER 8 HOURS	2	2.7	300	1.9
DOUBLE TIME AFTER 10 HOURS	1	1.4	100	.6
DOUBLE TIME AFTER 16 HOURS	1	1.4	130	.8
DOUBLE TIME	3	4.1	438	2.8
1.50 TIME OFF OR PAY AT 1.50 TIME	1	1.4	160	1.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	490	3.1
OTHER	1	1.4	130	.8
TOTAL	73	100.0	15,677	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	41	56.2	9,302	59.3
TIME AND ONE-HALF	13	17.8	2,127	13.6
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 4 HOURS	7	9.6	2,295	14.6
DOUBLE TIME AFTER 8 HOURS	3	4.1	420	2.7
DOUBLE TIME AFTER 12 HOURS	1	1.4	112	.7
DOUBLE TIME	4	5.5	486	3.1
DOUBLE TIME INCREASED TO TRIPLE TIME AFTER 4 HOURS	1	1.4	400	2.6
2.00 TIME OFF OR PAY @ 2.00 INCREASED TO OTHER	1	1.4	160	1.0
NOT SPECIFIED	1	1.4	245	1.6
OTHER	1	1.4	130	.8
TOTAL	73	100.0	15,677	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	35.6	5,911	37.7
TIME AND ONE-HALF	2	2.7	266	1.7
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 8 HOURS	1	1.4	100	.6
DOUBLE TIME	32	43.8	5,781	36.9
DOUBLE TIME INCREASED TO				
TRIPLE TIME AFTER 4 HOURS	1	1.4	400	2.6
TRIPLE TIME AFTER 14 HOURS	1	1.4	218	1.4
DOUBLE TIME AND ONE-HALF	3	4.1	1,510	9.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	490	3.1
NOT SPECIFIED	2	2.7	395	2.5
OTHER	4	5.5	606	3.9
TOTAL	73	100.0	15,677	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED)*

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	47	64.4	10,096	64.4
TIME AND ONE-HALF	9	12.3	1,988	12.7
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	2	2.7	527	3.4
DOUBLE TIME AFTER 3 HOURS	1	1.4	231	1.5
DOUBLE TIME AFTER 4 HOURS	3	4.1	399	2.5
DOUBLE TIME AFTER 6 HOURS	1	1.4	175	1.1
DOUBLE TIME AFTER 8 HOURS	1	1.4	218	1.4
DOUBLE TIME	5	6.8	1,078	6.9
EQUIVALENT TIME OFF	1	1.4	120	.8
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	1.4	470	3.0
NOT SPECIFIED	1	1.4	245	1.6
OTHER	1	1.4	130	.8
TOTAL	73	100.0	15,677	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	45	61.6	9,546	60.9
TIME AND ONE-HALF	4	5.5	558	3.6
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	1	1.4	422	2.7
DOUBLE TIME AFTER 3 HOURS	1	1.4	231	1.5
DOUBLE TIME AFTER 4 HOURS	2	2.7	271	1.7
DOUBLE TIME	14	19.2	3,290	21.0
DOUBLE TIME INCREASED TO TRIPLE TIME AFTER 14 HOURS	1	1.4	218	1.4
EQUIVALENT TIME OFF	1	1.4	120	.8
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	1.4	470	3.0
NOT SPECIFIED	1	1.4	245	1.6
OTHER	2	2.7	306	2.0
TOTAL	73	100.0	15,677	100.0

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* For explanation see number 6 in the Definitions at page viii.

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	35.6	4,903	31.3
$ 3.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	1.4	422	2.7
$ 4.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	1.4	175	1.1
$ 5.00 PER MEAL PAID AFTER				
1 HOURS OF OVERTIME	1	1.4	300	1.9
1-1/2 HOURS OF OVERTIME	3	4.1	1,750	11.2
2 HOURS OF OVERTIME	4	5.5	495	3.2
UNSPECIFIED HOURS	3	4.1	1,050	6.7
$ 6.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	1.4	200	1.3
$ 4.80 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	1	1.4	125	.8
$ 5.00 PER MEAL PAID OR SUPPLIED AFTER				
1 HOURS OF OVERTIME	2	2.7	320	2.0
1-1/2 HOURS OF OVERTIME	1	1.4	616	3.9
2 HOURS OF OVERTIME	1	1.4	120	.8
$ 6.00 PER MEAL PAID OR SUPPLIED AFTER				
1 HOURS OF OVERTIME	1	1.4	114	.7
$ 6.50 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	1	1.4	154	1.0
$ 7.00 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	1	1.4	176	1.1
$ 7.50 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	2	2.7	320	2.0
$ 8.00 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	1	1.4	218	1.4
$ 9.00 PER MEAL PAID OR SUPPLIED AFTER				
2 HOURS OF OVERTIME	1	1.4	111	.7
MEALS FURNISHED BY EMPLOYER AFTER				
1 HOURS OF OVERTIME	2	2.7	276	1.8
1-1/2 HOURS OF OVERTIME	1	1.4	125	.8
2 HOURS OF OVERTIME	14	19.2	2,742	17.5
3 HOURS OF OVERTIME	1	1.4	130	.8
4 HOURS OF OVERTIME	2	2.7	590	3.8
UNSPECIFIED HOURS	1	1.4	245	1.6
TOTAL	73	100.0	15,677	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	43	58.9	9,614	61.3
PROVISION EXISTS	30	41.1	6,063	38.7
TOTAL	73	100.0	15,677	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	84.9	12,823	81.8
AMOUNT PER HOUR				
$.27	1	1.4	175	1.1
$.30	1	1.4	175	1.1
$1.25	2	2.7	313	2.0
TIME RATE PAYMENT				
TIME AND ONE-HALF	5	6.8	1,361	8.7
DOUBLE TIME	1	1.4	700	4.5
NOT SPECIFIED	1	1.4	130	.8
TOTAL	73	100.0	15,677	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	51	69.9	10,363	66.1
AMOUNT PER HOUR				
$.27	1	1.4	175	1.1
$.30	1	1.4	175	1.1
$.75	1	1.4	121	.8
$1.00	1	1.4	130	.8
$1.25	5	6.8	934	6.0
$1.50	1	1.4	200	1.3
TIME RATE PAYMENT				
TIME AND ONE-HALF	9	12.3	2,629	16.8
DOUBLE TIME	2	2.7	820	5.2
NOT SPECIFIED	1	1.4	130	.8
TOTAL	73	100.0	15,677	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	8.2	1,171	7.5
AMOUNT PER HOUR				
$.23	1	1.4	130	.8
$.25	9	12.3	1,748	11.2
$.30	6	8.2	1,910	12.2
$.31	9	12.3	2,136	13.6
$.35	10	13.7	3,008	19.2
$.37	1	1.4	121	.8
$.40	6	8.2	753	4.8
$.44	1	1.4	135	.9
$.45	3	4.1	463	3.0
$.49	1	1.4	110	.7
$.50	5	6.8	933	6.0
$.54	1	1.4	175	1.1
$.55	3	4.1	465	3.0
$.60	1	1.4	200	1.3
$.63	1	1.4	550	3.5
$.65	1	1.4	128	.8
$.75	1	1.4	105	.7
$.85	1	1.4	101	.6
$2.50	1	1.4	200	1.3
$6.30	1	1.4	470	3.0
$7.00	1	1.4	130	.8
NOT SPECIFIED	1	1.4	150	1.0
OTHER	2	2.7	385	2.5
TOTAL	73	100.0	15,677	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	8.2	1,169	7.5
AMOUNT PER HOUR				
$.25	2	2.7	245	1.6
$.30	8	11.0	2,493	15.9
$.31	7	9.6	1,530	9.8
$.35	9	12.3	2,658	17.0
$.37	1	1.4	121	.8
$.40	4	5.5	520	3.3
$.45	5	6.8	1,004	6.4
$.46	1	1.4	130	.8
$.50	6	8.2	1,669	10.6
$.60	5	6.8	699	4.5
$.70	1	1.4	128	.8
$.75	4	5.5	598	3.8
$.80	2	2.7	235	1.5
$.95	1	1.4	175	1.1
$1.00	4	5.5	418	2.7
$1.13	1	1.4	550	3.5
$2.50	1	1.4	200	1.3
$7.50	1	1.4	130	.8
$11.20	1	1.4	470	3.0
NOT SPECIFIED	1	1.4	150	1.0
OTHER	2	2.7	385	2.5
TOTAL	73	100.0	15,677	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	95.9	15,207	97.0
AMOUNT PER HOUR				
$.25	1	1.4	135	.9
$.40	1	1.4	225	1.4
$.64	1	1.4	110	.7
TOTAL	73	100.0	15,677	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	94.5	15,221	97.1
AMOUNT PER HOUR				
$.50	2	2.7	235	1.5
$.80	1	1.4	105	.7
PER CENT OF WAGES				
2.0 PER CENT	1	1.4	116	.7
TOTAL	73	100.0	15,677	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	97.3	15,456	98.6
AMOUNT PER HOUR				
$1.30	1	1.4	105	.7
NOT SPECIFIED	1	1.4	116	.7
TOTAL	73	100.0	15,677	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	95.9	15,156	96.7
AMOUNT PER HOUR				
$.30	1	1.4	300	1.9
$1.30	1	1.4	105	.7
PER CENT OF WAGES				
2.0 PER CENT	1	1.4	116	.7
TOTAL	73	100.0	15,677	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	97.3	15,466	98.7
PROVISION EXISTS	2	2.7	211	1.3
TOTAL	73	100.0	15,677	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	30.1	4,629	29.5
3.0 HOURS OF WORK OR PAY	1	1.4	135	.9
4.0 HOURS OF WORK OR PAY	36	49.3	7,761	49.5
8.0 HOURS OF WORK OR PAY	1	1.4	175	1.1
VARIES DEPENDING ON WORK OR NOT	12	16.4	2,477	15.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	500	3.2
TOTAL	73	100.0	15,677	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	21.9	4,100	26.2
MINIMUM OF 2.0 HOURS AT				
STRAIGHT TIME	1	1.4	600	3.8
DOUBLE TIME	4	5.5	790	5.0
MINIMUM OF 3.0 HOURS AT				
STRAIGHT TIME	1	1.4	220	1.4
TIME AND ONE-HALF	3	4.1	1,214	7.7
DOUBLE TIME	1	1.4	105	.7
MINIMUM OF 4.0 HOURS AT				
STRAIGHT TIME	9	12.3	2,093	13.4
TIME AND ONE-HALF	2	2.7	258	1.6
DOUBLE TIME	1	1.4	133	.8
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	16	21.9	3,228	20.6
MINIMUM OF 1.0 HOURS AT APPLICABLE OVERTIME RATE	1	1.4	140	.9
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	1	1.4	154	1.0
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	2	2.7	212	1.4
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	10	13.7	1,544	9.8
MINIMUM OF 5.0 HOURS AT APPLICABLE OVERTIME RATE	1	1.4	470	3.0
MINIMUM OF 4.0 HOURS, RATE NOT SPECIFIED	1	1.4	100	.6
OTHER	3	4.1	316	2.0
TOTAL	73	100.0	15,677	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	82.2	11,263	71.8
WEEKLY WORK OR WAGE GUARANTEE	11	15.1	4,134	26.4
WEEKLY GUARANTEE, LIMITED TO SPECIFIED NUMBER OF EMPL. OR OCCUPATIONAL GROUPS	1	1.4	120	.8
OTHER	1	1.4	160	1.0
TOTAL	73	100.0	15,677	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	33	45.2	5,528	35.3
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	38	52.1	9,379	59.8
EMPLOYEE RETAINS HIS RATE ONLY FOR A SPECIFED PERIOD	2	2.7	770	4.9
TOTAL	73	100.0	15,677	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	31.5	3,551	22.7
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	30	41.1	8,310	53.0
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	20	27.4	3,816	24.3
TOTAL	73	100.0	15,677	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	30.1	4,673	29.8
2 PERIODS, 10 MINUTES EACH	24	32.9	4,114	26.2
2 PERIODS, 12 MINUTES EACH	2	2.7	320	2.0
2 PERIODS, 15 MINUTES EACH	19	26.0	5,389	34.4
2 PERIODS, DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	130	.8
2 PERIODS, DURATION VARIES FOR MORNING AND AFTERNOON	1	1.4	422	2.7
2 PERIODS, DURATION NOT SPECIFIED	2	2.7	320	2.0
PERIODS AND DURATION NOT SPECIFIED	1	1.4	176	1.1
OTHER	1	1.4	133	.8
TOTAL	73	100.0	15,677	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	61	83.6	12,356	78.8
1 PERIOD 5 MINUTES EACH	7	9.6	1,016	6.5
1 PERIOD DURATION VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	133	.8
PERIODS AND DURATION NOT SPECIFIED	4	5.5	2,172	13.9
TOTAL	73	100.0	15,677	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
9 FULL HOLIDAYS	1	1.4	121	.8
10 FULL HOLIDAYS	22	30.1	4,594	29.3
10 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	1	1.4	133	.8
11 FULL HOLIDAYS	39	53.4	8,699	55.5
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	1	1.4	130	.8
11 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	1	1.4	101	.6
12 FULL HOLIDAYS	6	8.2	1,281	8.2
13 FULL HOLIDAYS	1	1.4	128	.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	490	3.1
TOTAL	73	100.0	15,677	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	100.0	15,677	100.0
TOTAL	73	100.0	15,677	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	33	45.2	6,372	40.6
30 CALENDAR DAYS	23	31.5	5,479	34.9
90 CALENDAR DAYS	1	1.4	470	3.0
7 WORKING DAYS	1	1.4	200	1.3
30 WORKING DAYS	7	9.6	981	6.3
45 WORKING DAYS	1	1.4	422	2.7
90 WORKING DAYS	1	1.4	130	.8
1 MONTH	1	1.4	135	.9
NOT SPECIFIED	3	4.1	1,178	7.5
OTHER	2	2.7	310	2.0
TOTAL	73	100.0	15,677	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	11.0	1,191	7.6
DAY BEFORE AND AFTER HOLIDAY	62	84.9	13,486	86.0
DAY BEFORE OR AFTER HOLIDAY	1	1.4	470	3.0
DURING HOLIDAY WEEK OR OTHER PERIOD	2	2.7	530	3.4
TOTAL	73	100.0	15,677	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	55	75.3	11,993	76.5
PROVISION EXISTS	18	24.7	3,684	23.5
TOTAL	73	100.0	15,677	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	41.1	6,035	38.5
PRECEDING FRIDAY OFF WITH PAY	7	9.6	1,209	7.7
FOLLOWING MONDAY OFF WITH PAY	9	12.3	2,479	15.8
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	13	17.8	2,487	15.9
ANOTHER DAY OFF WITH PAY	3	4.1	829	5.3
EXTRA DAYS PAY	2	2.7	283	1.8
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	4	5.5	574	3.7
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	1	1.4	110	.7
ACCORDING TO GOVERNMENT REGULATIONS	1	1.4	116	.7
OTHER	3	4.1	1,555	9.9
TOTAL	73	100.0	15,677	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	38.4	5,219	33.3
FOLLOWING MONDAY OFF WITH PAY	19	26.0	4,637	29.6
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	13	17.8	2,487	15.9
ANOTHER DAY OFF WITH PAY	4	5.5	979	6.2
FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	4	5.5	574	3.7
PRECEDING FRIDAY OR FOLLOWING MONDAY OR ANOTHER DAY OFF WITH PAY	1	1.4	110	.7
ACCORDING TO GOVERNMENT REGULATIONS	2	2.7	1,056	6.7
OTHER	2	2.7	615	3.9
TOTAL	73	100.0	15,677	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	32.9	4,515	28.8
EXTRA DAYS VACATION WITH PAY	29	39.7	5,472	34.9
EXTRA DAYS PAY	4	5.5	505	3.2
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	16	21.9	5,185	33.1
TOTAL	73	100.0	15,677	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	74.0	11,740	74.9
EXTRA DAY OFF WITH PAY	9	12.3	1,641	10.5
EXTRA DAYS PAY	5	6.8	1,316	8.4
EXTRA DAY OFF OR EXTRA DAYS PAY	5	6.8	980	6.3
TOTAL	73	100.0	15,677	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	5.5	521	3.3
TIME AND ONE-HALF PLUS HOLIDAY PAY	30	41.1	5,673	36.2
DOUBLE TIME PLUS HOLIDAY PAY	25	34.2	5,975	38.1
DOUBLE TIME AND ONE-HALF PLUS HOLIDAY PAY	2	2.7	260	1.7
TRIPLE TIME PLUS HOLIDAY PAY	3	4.1	748	4.8
ANOTHER DAY OFF WITH PAY PLUS HOLIDAY PAY	1	1.4	120	.8
TIME AND ONE-HALF PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	2	2.7	451	2.9
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	4	5.5	1,338	8.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	490	3.1
NOT SPECIFIED	1	1.4	101	.6
TOTAL	73	100.0	15,677	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	4.1	824	5.3
SIX MONTHS BUT LESS THAN ONE YEAR	1	1.4	150	1.0
1 YEAR	65	89.0	14,134	90.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	130	.8
OTHER	3	4.1	439	2.8
TOTAL	73	100.0	15,677	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.4	120	.8
1 YEAR	5	6.8	1,237	7.9
2 YEARS	14	19.2	2,956	18.9
3 YEARS	20	27.4	3,068	19.6
4 YEARS	14	19.2	3,445	22.0
5 YEARS	18	24.7	4,721	30.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	130	.8
TOTAL	73	100.0	15,677	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.7	233	1.5
5 YEARS	3	4.1	522	3.3
7 YEARS	9	12.3	2,096	13.4
8 YEARS	12	16.4	1,863	11.9
9 YEARS	7	9.6	2,265	14.4
10 YEARS	21	28.8	5,647	36.0
11 YEARS	4	5.5	875	5.6
12 YEARS	11	15.1	1,645	10.5
14 YEARS	1	1.4	140	.9
15 YEARS	2	2.7	280	1.8
18 YEARS	1	1.4	111	.7
TOTAL	73	100.0	15,677	100.0

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* For explanation see number 7 in the Definitions at page viii.

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	23.3	2,227	14.2
12 YEARS	2	2.7	618	3.9
13 YEARS	1	1.4	121	.8
14 YEARS	3	4.1	394	2.5
15 YEARS	16	21.9	4,250	27.1
17 YEARS	2	2.7	271	1.7
18 YEARS	2	2.7	271	1.7
19 YEARS	3	4.1	640	4.1
20 YEARS	20	27.4	5,447	34.7
22 YEARS	3	4.1	653	4.2
23 YEARS	1	1.4	422	2.7
25 YEARS	1	1.4	112	.7
30 YEARS	2	2.7	251	1.6
TOTAL	73	100.0	15,677	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	41.1	4,376	27.9
18 YEARS	1	1.4	121	.8
20 YEARS	9	12.3	2,459	15.7
24 YEARS	8	11.0	1,916	12.2
25 YEARS	19	26.0	5,390	34.4
30 YEARS	6	8.2	1,415	9.0
TOTAL	73	100.0	15,677	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TWO WEEKS	1	1.4	120	.8
THREE WEEKS	2	2.7	233	1.5
FOUR WEEKS	15	20.5	2,074	13.2
FIVE WEEKS	13	17.8	2,738	17.5
SIX WEEKS	27	37.0	7,696	49.1
SEVEN WEEKS	15	20.5	2,816	18.0
TOTAL	73	100.0	15,677	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	64	87.7	12,994	82.9
PROVISION EXISTS	9	12.3	2,683	17.1
TOTAL	73	100.0	15,677	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS)**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	57	78.1	12,127	77.4
CASUAL ILLNESS LEAVE	16	21.9	3,550	22.6
TOTAL	73	100.0	15,677	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE**

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	82.2	13,597	86.7
90 WORKING DAYS	2	2.7	305	1.9
3 MONTHS	5	6.8	727	4.6
6 MONTHS	2	2.7	333	2.1
12 MONTHS	4	5.5	715	4.6
TOTAL	73	100.0	15,677	100.0

* For explanation see number 7 in the Definitions at page viii.

** For explanation see number 8 in the Definitions at page viii.

TABLE 74 AMOUNT OF PAID SICK LEAVE*

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	58	79.5	12,260	78.2
4 DAYS	1	1.4	225	1.4
6 DAYS	2	2.7	271	1.7
7 DAYS	2	2.7	290	1.8
9 DAYS	1	1.4	130	.8
12 DAYS	4	5.5	1,685	10.7
20 DAYS	1	1.4	190	1.2
24 DAYS	1	1.4	160	1.0
VARIES WITH LENGTH OF SERVICE	1	1.4	130	.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	160	1.0
OTHER	1	1.4	176	1.1
TOTAL	73	100.0	15,677	100.0

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE*

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	84.9	12,861	82.0
UNDER 60 DAYS	9	12.3	2,526	16.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	160	1.0
NO LIMIT SPECIFIED	1	1.4	130	.8
TOTAL	73	100.0	15,677	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	95.9	14,127	90.1
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 100.0 PER CENT	1	1.4	700	4.5
VARIES WITH LENGTH OF SERVICE	1	1.4	150	1.0
PER CENT NOT SPECIFIED	1	1.4	700	4.5
TOTAL	73	100.0	15,677	100.0

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* For explanation see number 8 in the Definitions at page viii.

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	97.3	14,827	94.6
20 DAYS	2	2.7	850	5.4
TOTAL	73	100.0	15,677	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	94.5	13,997	89.3
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 100.0 PER CENT	1	1.4	700	4.5
VARIES WITH LENGTH OF SERVICE	1	1.4	150	1.0
PER CENT NOT SPECIFIED	1	1.4	700	4.5
OTHER	1	1.4	130	.8
TOTAL	73	100.0	15,677	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	95.9	14,697	93.7
20 DAYS	2	2.7	850	5.4
OTHER	1	1.4	130	.8
TOTAL	73	100.0	15,677	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	100.0	15,677	100.0
TOTAL	73	100.0	15,677	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	100.0	15,677	100.0
TOTAL	73	100.0	15,677	100.0

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* For explanation see number 8 in the Definitions at page viii.

TABLE 82 INJURY PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	36	49.3	6,558	41.8
PROVISION EXISTS	37	50.7	9,119	58.2
TOTAL	73	100.0	15,677	100.0

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	66	90.4	14,271	91.0
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	3	4.1	745	4.8
PART OF DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	1	1.4	150	1.0
FULL DIFFERENCE BETWEEN REGULAR AND COMPENSATION PAY TAKEN FROM SICK LEAVE	2	2.7	335	2.1
OTHER	1	1.4	176	1.1
TOTAL	73	100.0	15,677	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	66	90.4	14,291	91.2
2 MONTHS	1	1.4	470	3.0
3 MONTHS	1	1.4	150	1.0
UNTIL UNUSED SICK LEAVE IS EXHAUSTED	1	1.4	160	1.0
NOT SPECIFIED	2	2.7	305	1.9
OTHER	2	2.7	301	1.9
TOTAL	73	100.0	15,677	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	24.7	3,562	22.7
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	54	74.0	11,897	75.9
REGULAR PAY PLUS JURY DUTY FEES	1	1.4	218	1.4
TOTAL	73	100.0	15,677	100.0

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* For explanation see number 9 in the Definitions at page viii.

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	4.1	515	3.3
IMMEDIATE FAMILY ONLY				
1.0 DAY	1	1.4	300	1.9
3.0 DAYS	36	49.3	7,063	45.1
7.0 DAYS	1	1.4	500	3.2
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	10	13.7	2,425	15.5
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE OR OTHER RELATIVES	3	4.1	375	2.4
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	1.4	110	.7
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, LEAVE FOR CLOSE OR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	1.4	130	.8
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, LEAVE FOR CLOSE OR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	1.4	700	4.5
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR OTHER RELATIVES	1	1.4	130	.8
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR OTHER RELATIVES	1	1.4	550	3.5
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR OTHER RELATIVES	1	1.4	150	1.0
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 3.0 DAYS FOR CLOSE RELATIVES AND 1.0 DAYS FOR OTHER RELATIVES	1	1.4	218	1.4
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	2.7	211	1.3
3.0 DAYS BASIC LEAVE WITH 3.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	1.4	128	.8
3.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	1	1.4	121	.8
NOT SPECIFIED	6	8.2	1,201	7.7
OTHER	2	2.7	850	5.4
TOTAL	73	100.0	15,677	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	55	75.3	10,524	67.1
6 MONTHS	2	2.7	547	3.5
9 MONTHS	1	1.4	150	1.0
12 MONTHS	15	20.5	4,456	28.4
TOTAL	73	100.0	15,677	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	48	65.8	8,943	57.0
10 WEEKS	1	1.4	200	1.3
12 WEEKS	1	1.4	300	1.9
16 WEEKS	1	1.4	151	1.0
17 WEEKS	2	2.7	602	3.8
18 WEEKS	6	8.2	840	5.4
20 WEEKS	2	2.7	766	4.9
21 WEEKS	2	2.7	230	1.5
24 WEEKS	6	8.2	2,385	15.2
52 WEEKS	1	1.4	422	2.7
ACCORDING TO LEGISLATION	2	2.7	705	4.5
NOT SPECIFIED	1	1.4	133	.8
TOTAL	73	100.0	15,677	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	56	76.7	10,944	69.8
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	2	2.7	851	5.4
SENIORITY ACCUMULATES DURING ENTIRE MATERNITY LEAVE	13	17.8	3,260	20.8
SENIORITY ACCUMULATES DURING PART OF MATERNITY LEAVE	2	2.7	622	4.0
TOTAL	73	100.0	15,677	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	47	64.4	8,802	56.1
MATERNITY LEAVE PLAN EXISTS	26	35.6	6,875	43.9
TOTAL	73	100.0	15,677	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	42.5	5,830	37.2
PROVISION EXISTS	42	57.5	9,847	62.8
TOTAL	73	100.0	15,677	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	23.3	3,157	20.1
PROVISION EXISTS	56	76.7	12,520	79.9
TOTAL	73	100.0	15,677	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	68	93.2	14,828	94.6
PATERNITY	2	2.7	306	2.0
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	3	4.1	543	3.5
TOTAL	73	100.0	15,677	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	56	76.7	11,612	74.1
LEAVE WITHOUT PAY	7	9.6	1,816	11.6
LEAVE WITH FULL PAY	3	4.1	838	5.3
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	7	9.6	1,411	9.0
TOTAL	73	100.0	15,677	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	43.8	6,620	42.2
GRIEVANCE PAY ONLY	35	47.9	8,028	51.2
ARBITRATION PAY ONLY	2	2.7	340	2.2
GRIEVANCE AND ARBITRATION PAY	4	5.5	689	4.4
TOTAL	73	100.0	15,677	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	57	78.1	13,192	84.1
PROVISION EXISTS	16	21.9	2,485	15.9
TOTAL	73	100.0	15,677	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	100.0	15,677	100.0
TOTAL	73	100.0	15,677	100.0

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* For explanation see number 10 in the Definitions at page viii.

** For explanation see number 11 in the Definitions at page viii.

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	20.5	2,481	15.8
PROVISION EXISTS	58	79.5	13,196	84.2
TOTAL	73	100.0	15,677	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	43	58.9	8,717	55.6
PROVISION EXISTS	30	41.1	6,960	44.4
TOTAL	73	100.0	15,677	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	48	65.8	10,857	69.3
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	24	32.9	4,687	29.9
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	1	1.4	133	.8
TOTAL	73	100.0	15,677	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	34	46.6	7,415	47.3
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	5	6.8	869	5.5
SAFETY SHOES SUPPLIED AT SOME COST TO EMPLOYEE	2	2.7	211	1.3
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	31	42.5	6,692	42.7
INITIAL SAFETY SHOES NO COST, MONETARY ALLOWANCE PROVIDED FOR REPLACEMENTS	1	1.4	490	3.1
TOTAL	73	100.0	15,677	100.0

TABLE 102

ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	53	72.6	12,719	81.1
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	10	13.7	1,408	9.0
SAFETY GLASSES REPLACED AT NO COST TO EMPLOYEE	2	2.7	271	1.7
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY GLASSES	4	5.5	786	5.0
INITIAL SAFETY GLASSES SUPPLIED NO COST TO EMPLOYEE, REPLACEMENTS AT SOME COST	1	1.4	113	.7
OTHER	3	4.1	380	2.4
TOTAL	73	100.0	15,677	100.0

TABLE 103

SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	34.2	5,984	38.2
SUPPLIED AT NO COST TO EMPLOYEES	34	46.6	7,787	49.7
SUPPLIED AT SOME COST TO EMPLOYEES	7	9.6	957	6.1
REPLACED AT NO COST TO EMPLOYEES	1	1.4	150	1.0
EMPLOYER MAKES A MONETARY ALLOWANCE	5	6.8	658	4.2
OTHER	1	1.4	141	.9
TOTAL	73	100.0	15,677	100.0

TABLE 104

MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	51	69.9	10,804	68.9
MAINTAINED AT NO COST TO EMPLOYEES	19	26.0	4,473	28.5
MAINTAINED AT SOME COST TO EMPLOYEES	2	2.7	250	1.6
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	1	1.4	150	1.0
TOTAL	73	100.0	15,677	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	39	53.4	7,890	50.3
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	6	8.2	976	6.2
TOOLS SUPPLIED AT SOME COST TO EMPLOYEE	1	1.4	150	1.0
TOOLS REPLACED AT NO COST TO EMPLOYEE	10	13.7	2,778	17.7
TOOLS REPLACED AT SOME COST TO EMPLOYEE	1	1.4	400	2.6
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	3	4.1	726	4.6
INSURANCE PROVIDED FOR EMPLOYEES TOOLS	5	6.8	821	5.2
INITIAL TOOLS SUPPLIED AT NO COST TO EMPLOYEES, REPLACEMENTS AT SOME COST	1	1.4	100	.6
TOOLS SUPPLIED AT NO COST AND INSURANCE PROVIDED	1	1.4	130	.8
TOOLS REPLACED AT NO COST AND INSURANCE PROVIDED	4	5.5	979	6.2
OTHER	2	2.7	727	4.6
TOTAL	73	100.0	15,677	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	94.5	14,798	94.4
MEAL ALLOWANCE (OR MEALS SUPPLIED)	1	1.4	500	3.2
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	2	2.7	259	1.7
PER DIEM ALLOWANCE PROVIDED BUT ITEMS COVERED NOT SPECIFIED OR DETERMINED	1	1.4	120	.8
TOTAL	73	100.0	15,677	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	67	91.8	14,887	95.0
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	6	8.2	790	5.0
TOTAL	73	100.0	15,677	100.0

TABLE 108

MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	97.3	15,441	98.5
CENTS PER KILOMETER				
12.5 CENTS	1	1.4	120	.8
15.6 CENTS	1	1.4	116	.7
TOTAL	73	100.0	15,677	100.0

TABLE 109

APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	43	58.9	10,000	63.8
PROVISION EXISTS	30	41.1	5,677	36.2
TOTAL	73	100.0	15,677	100.0

TABLE 110

APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	67	91.8	14,900	95.0
ONE TO THREE	2	2.7	270	1.7
ONE TO FIVE	1	1.4	130	.8
RATIO VARIES BY TRADE	3	4.1	377	2.4
TOTAL	73	100.0	15,677	100.0

TABLE 111

ON-THE-JOB TRAINING PROVISIONS*

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	44	60.3	9,273	59.2
TRAINING FOR BARGAINING UNIT EMPLOYEES	27	37.0	5,663	36.1
TRAINING FOR NON-BARGAINING UNIT EMPLOYEES	2	2.7	741	4.7
TOTAL	73	100.0	15,677	100.0

For explanation see number 12 in the Definitions at page viii.

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB) *

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	48	65.8	8,084	51.6
SEVERANCE PAY PLAN	21	28.8	6,630	42.3
LAY-OFF BENEFIT PLAN	1	1.4	160	1.0
SEVERANCE PAY AND LAY-OFF BENEFIT PLANS	3	4.1	803	5.1
TOTAL	73	100.0	15,677	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	89.0	14,515	92.6
PROVISION EXISTS	8	11.0	1,162	7.4
TOTAL	73	100.0	15,677	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	68	93.2	14,904	95.1
PROVISION EXISTS	5	6.8	773	4.9
TOTAL	73	100.0	15,677	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	34	46.6	7,197	45.9
PROVISION EXISTS	39	53.4	8,480	54.1
TOTAL	73	100.0	15,677	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	52	71.2	10,643	67.9
PROVISION EXISTS	21	28.8	5,034	32.1
TOTAL	73	100.0	15,677	100.0

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* For explanation see number 13 in the Definitions at page viii.

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	56	76.7	11,605	74.0
1 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	3	4.1	891	5.7
2 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	1.4	160	1.0
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	5	6.8	952	6.1
6 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	4	5.5	968	6.2
12 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	1.4	490	3.1
NOT SPECIFIED	3	4.1	611	3.9
TOTAL	73	100.0	15,677	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	80.8	12,365	78.9
PROVISION EXISTS	14	19.2	3,312	21.1
TOTAL	73	100.0	15,677	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	80.8	12,370	78.9
PROVISION EXISTS	14	19.2	3,307	21.1
TOTAL	73	100.0	15,677	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	97.3	15,214	97.0
PROVISION EXISTS	2	2.7	463	3.0
TOTAL	73	100.0	15,677	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	57	78.1	11,165	71.2
PROVISION EXISTS	16	21.9	4,512	28.8
TOTAL	73	100.0	15,677	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	100.0	15,677	100.0
TOTAL	73	100.0	15,677	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	100.0	15,677	100.0
TOTAL	73	100.0	15,677	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	64	87.7	13,568	86.5
PROVISION EXISTS	9	12.3	2,109	13.5
TOTAL	73	100.0	15,677	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	68	93.2	14,875	94.9
PROVISION EXISTS	5	6.8	802	5.1
TOTAL	73	100.0	15,677	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	80.8	12,508	79.8
PROVISION EXISTS	14	19.2	3,169	20.2
TOTAL	73	100.0	15,677	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	100.0	15,677	100.0
TOTAL	73	100.0	15,677	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	84.9	12,358	78.8
30 CALENDAR DAYS	4	5.5	645	4.1
60 CALENDAR DAYS	2	2.7	533	3.4
90 CALENDAR DAYS	3	4.1	1,415	9.0
OVER 95 DAYS	1	1.4	110	.7
ADVANCE NOTICE REQUIRED BUT LENGTH OF NOTICE NOT SPECIFIED	1	1.4	616	3.9
TOTAL	73	100.0	15,677	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	48	65.8	9,946	63.4
FORMAL JOB EVALUATION PLAN	9	12.3	3,111	19.8
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	13	17.8	2,280	14.5
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	3	4.1	340	2.2
TOTAL	73	100.0	15,677	100.0

TABLE 130

GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	64	87.7	13,984	89.2
PROVISION EXISTS	9	12.3	1,693	10.8
TOTAL	73	100.0	15,677	100.0

TABLE 131

EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	95.9	15,094	96.3
PROVISION FOR EQUAL PAY FOR EQUAL WORK	2	2.7	433	2.8
PROVISION FOR EQUAL PAY FOR WORK OF EQUAL VALUE	1	1.4	150	1.0
TOTAL	73	100.0	15,677	100.0

TABLE 132

FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	80.8	13,247	84.5
AUTOMATIC MONTHLY ADJUSTMENTS	1	1.4	105	.7
AUTOMATIC QUARTERLY ADJUSTMENTS	5	6.8	832	5.3
AUTOMATIC ANNUAL ADJUSTMENTS	4	5.5	878	5.6
ONE ADJUSTMENT DURING TERM OF AGREEMENT	4	5.5	615	3.9
TOTAL	73	100.0	15,677	100.0

TABLE 133

AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	58	79.5	13,146	83.9
1 CENTS PER HOUR ADJUSTMENT FOR				
.3 POINT CHANGE IN THE C.P.I.	6	8.2	976	6.2
.4 POINT CHANGE IN THE C.P.I.	1	1.4	422	2.7
CENTS PER HOUR ADJUSTMENTS CAN NOT BE EASILY TABULATED	5	6.8	781	5.0
PERCENTAGE ADJUSTMENTS CAN NOT BE EASILY TABULATED	2	2.7	250	1.6
OTHER	1	1.4	102	.7
TOTAL	73	100.0	15,677	100.0

TABLE 134

ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	94.5	14,804	94.4
CONTINUOUS SERVICE BONUS ONLY	4	5.5	873	5.6
TOTAL	73	100.0	15,677	100.0

TABLE 135

EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	31.5	4,768	30.4
50.0 PER CENT	5	6.8	1,070	6.8
60.0 PER CENT	2	2.7	230	1.5
66.6 PER CENT	1	1.4	101	.6
75.0 PER CENT	4	5.5	1,660	10.6
80.0 PER CENT	2	2.7	227	1.4
100.0 PER CENT	26	35.6	4,850	30.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	940	6.0
FLAT SUM PAYMENT	2	2.7	258	1.6
NOT SPECIFIED	7	9.6	1,573	10.0
TOTAL	73	100.0	15,677	100.0

TABLE 136

SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	23.3	3,714	23.7
DENTAL CARE PLAN ONLY	41	56.2	7,560	48.2
VISION CARE PLAN ONLY	1	1.4	940	6.0
PRESCRIPTION DRUG PLAN AND DENTAL CARE PLAN	2	2.7	525	3.3
PRESCRIPTION DRUG PLAN AND VISON CARE PLAN	1	1.4	500	3.2
DENTAL CARE PLAN AND VISION CARE PLAN	8	11.0	1,992	12.7
COMBINATION OF THREE PLANS	3	4.1	446	2.8
TOTAL	73	100.0	15,677	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS *

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	56	76.7	12,375	78.9
PROVISION EXISTS	17	23.3	3,302	21.1
TOTAL	73	100.0	15,677	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	19.2	2,756	17.6
50.0 PER CENT	4	5.5	550	3.5
60.0 PER CENT	2	2.7	230	1.5
66.6 PER CENT	1	1.4	101	.6
70.0 PER CENT	1	1.4	110	.7
75.0 PER CENT	3	4.1	1,520	9.7
80.0 PER CENT	2	2.7	227	1.4
100.0 PER CENT	29	39.7	6,487	41.4
FLAT SUM PAYMENT	1	1.4	138	.9
NOT SPECIFIED	15	20.5	3,418	21.8
OTHER	1	1.4	140	.9
TOTAL	73	100.0	15,677	100.0

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* For explanation see number 14 in the Definitions at page viii.

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	19.2	2,756	17.6
3,000 DOLLARS	1	1.4	422	2.7
5,000 DOLLARS	1	1.4	500	3.2
6,500 DOLLARS	1	1.4	150	1.0
10,000 DOLLARS	7	9.6	1,690	10.8
12,000 DOLLARS	1	1.4	100	.6
13,000 DOLLARS	1	1.4	125	.8
15,000 DOLLARS	5	6.8	1,120	7.1
20,000 DOLLARS	2	2.7	321	2.0
21,000 DOLLARS	1	1.4	110	.7
23,000 DOLLARS	1	1.4	141	.9
25,000 DOLLARS	1	1.4	102	.7
26,500 DOLLARS	1	1.4	111	.7
27,000 DOLLARS	1	1.4	120	.8
28,000 DOLLARS	2	2.7	305	1.9
29,000 DOLLARS	6	8.2	1,389	8.9
30,000 DOLLARS	5	6.8	1,421	9.1
31,000 DOLLARS	1	1.4	101	.6
37,000 DOLLARS	1	1.4	110	.7
VARIES WITH INCOME OR JOB CLASSIFICATION	5	6.8	2,054	13.1
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	1.4	120	.8
NOT SPECIFIED	13	17.8	1,939	12.4
OTHER	1	1.4	470	3.0
TOTAL	73	100.0	15,677	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	54.8	9,409	60.0
50.0 PER CENT	1	1.4	130	.8
60.0 PER CENT	2	2.7	230	1.5
66.6 PER CENT	1	1.4	101	.6
70.0 PER CENT	1	1.4	110	.7
75.0 PER CENT	2	2.7	820	5.2
80.0 PER CENT	2	2.7	227	1.4
100.0 PER CENT	16	21.9	3,002	19.1
NOT SPECIFIED	8	11.0	1,648	10.5
TOTAL	73	100.0	15,677	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	54.8	9,409	60.0
5,000 DOLLARS	1	1.4	500	3.2
6,500 DOLLARS	1	1.4	150	1.0
10,000 DOLLARS	2	2.7	280	1.8
13,000 DOLLARS	1	1.4	125	.8
15,000 DOLLARS	2	2.7	250	1.6
20,000 DOLLARS	4	5.5	531	3.4
21,000 DOLLARS	1	1.4	110	.7
23,000 DOLLARS	1	1.4	141	.9
25,000 DOLLARS	1	1.4	102	.7
26,500 DOLLARS	1	1.4	111	.7
28,000 DOLLARS	2	2.7	305	1.9
29,000 DOLLARS	5	6.8	1,158	7.4
30,000 DOLLARS	4	5.5	871	5.6
31,000 DOLLARS	1	1.4	101	.6
VARIES WITH INCOME OR JOB CLASSIFICATION	2	2.7	838	5.3
NOT SPECIFIED	4	5.5	695	4.4
TOTAL	73	100.0	15,677	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	24.7	3,044	19.4
50.0 PER CENT	6	8.2	1,795	11.4
60.0 PER CENT	2	2.7	230	1.5
66.6 PER CENT	1	1.4	101	.6
70.0 PER CENT	1	1.4	110	.7
75.0 PER CENT	3	4.1	1,520	9.7
80.0 PER CENT	2	2.7	227	1.4
100.0 PER CENT	24	32.9	5,211	33.2
FLAT SUM PAYMENT	2	2.7	538	3.4
PLAN EXISTS, BUT EMPLOYER DOES NOT CONTRIBUTE	1	1.4	100	.6
NOT SPECIFIED	12	16.4	2,676	17.1
OTHER	1	1.4	125	.8
TOTAL	73	100.0	15,677	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	24.7	3,044	19.4
$100.00 PER WEEK	1	1.4	130	.8
$189.00 PER WEEK	2	2.7	810	5.2
$231.00 PER WEEK	1	1.4	700	4.5
$245.00 PER WEEK	1	1.4	138	.9
$270.00 PER WEEK	5	6.8	1,210	7.7
$275.00 PER WEEK	1	1.4	121	.8
$282.00 PER WEEK	1	1.4	111	.7
$305.00 PER WEEK	1	1.4	103	.7
$325.00 PER WEEK	1	1.4	218	1.4
$350.00 PER WEEK	1	1.4	100	.6
EXPRESSED AS PERCENT OF WAGES	14	19.2	2,472	15.8
VARIES WITH INCOME OR JOB CLASSIFICATION	14	19.2	3,170	20.2
VARIES WITH SEX OR WITH SEX AND INCOME	3	4.1	1,560	10.0
NOT SPECIFIED	9	12.3	1,790	11.4
TOTAL	73	100.0	15,677	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	27.4	3,274	20.9
13 WEEKS	1	1.4	130	.8
15 WEEKS	7	9.6	2,072	13.2
26 WEEKS	16	21.9	2,456	15.7
39 WEEKS	1	1.4	102	.7
40 WEEKS	1	1.4	550	3.5
52 WEEKS	11	15.1	2,346	15.0
VARIES WITH LENGTH OF SERVICE	7	9.6	2,906	18.5
NOT SPECIFIED	9	12.3	1,841	11.7
TOTAL	73	100.0	15,677	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	49	67.1	11,537	73.6
PROVISION EXISTS	24	32.9	4,140	26.4
TOTAL	73	100.0	15,677	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	60	82.2	13,020	83.1
100.0 PER CENT	4	5.5	613	3.9
CHANGES DURING TERM OF AGREEMENT	1	1.4	133	.8
FLAT SUM PAYMENT	3	4.1	675	4.3
NOT SPECIFIED	5	6.8	1,236	7.9
TOTAL	73	100.0	15,677	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	42.5	7,071	45.1
NON-CONTRIBUTORY	11	15.1	1,829	11.7
CONTRIBUTORY	7	9.6	1,023	6.5
NOT SPECIFIED	23	31.5	5,614	35.8
OTHER	1	1.4	140	.9
TOTAL	73	100.0	15,677	100.0

SECTION IV

CONSTRUCTION

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1986	8	61.5	3,410	23.8
APRIL	4	30.8	1,538	10.7
JUNE	1	7.7	250	1.7
SEPTEMBER	1	7.7	238	1.7
DECEMBER	2	15.4	1,384	9.7
1987 AND LATER	5	38.5	10,899	76.2
FEBRUARY	1	7.7	3,500	24.5
APRIL	2	15.4	399	2.8
JUNE	1	7.7	1,000	7.0
SEPTEMBER	1	7.7	6,000	41.9
TOTAL	13	100.0	14,309	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION *

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
CALGARY / DRUMHELLER	2	15.4	459	3.2
CENSUS DIVISION NO. 6	2	15.4	459	3.2
EDMONTON / LLOYDMIN.	2	15.4	338	2.4
CENSUS DIVISION NO. 11	2	15.4	338	2.4
ATHABASCA	2	15.4	1,384	9.7
CENSUS DIVISION NO. 12	2	15.4	1,384	9.7
INTER-REGIONAL	2	15.4	400	2.8
PROVINCE WIDE	5	38.5	11,728	82.0
TOTAL	13	100.0	14,309	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE **

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
CALGARY / DRUMHELLER	2	15.4	459	3.2
CALGARY	2	15.4	459	3.2
EDMONTON / LLOYDMIN.	2	15.4	338	2.4
EDMONTON	1	7.7	100	.7
FORT SASKATCHEWAN	1	7.7	238	1.7
ATHABASCA	2	15.4	1,384	9.7
REMAINDER	2	15.4	1,384	9.7
TWO OR MORE REGIONS	2	15.4	400	2.8
PROVINCE WIDE	5	38.5	11,728	82.0
TOTAL	13	100.0	14,309	100.0

* For explanation see number 1 in the Definitions at page viii.
** For explanation see number 2 in the Definitions at page viii.

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
BRICKLAYERS	1	7.7	150	1.0
ELECTRICAL WORKERS	1	7.7	6,000	41.9
EMPLOYEES ASSOCIATION	1	7.7	250	1.7
GLASSWORKERS	1	7.7	299	2.1
IRON WORKERS	1	7.7	1,000	7.0
LABOURERS	1	7.7	160	1.1
MULTI-UNION	3	23.1	1,622	11.3
OPERATING ENGINEERS	1	7.7	3,500	24.5
PAINTERS & GLAZIERS	1	7.7	100	.7
SHEET METAL WORKERS	2	15.4	1,228	8.6
TOTAL	13	100.0	14,309	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
ONE YEAR	3	23.1	560	3.9
BETWEEN ONE AND TWO YEARS	2	15.4	4,500	31.4
TWO YEARS	3	23.1	1,622	11.3
THREE YEARS	1	7.7	6,000	41.9
MORE THAN THREE YEARS	4	30.8	1,627	11.4
TOTAL	13	100.0	14,309	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	4	30.8	606	4.2
200 - 499 EMPLOYEES	3	23.1	787	5.5
500 - 999 EMPLOYEES	2	15.4	1,384	9.7
1,000 OR MORE EMPLOYEES	4	30.8	11,532	80.6
TOTAL	13	100.0	14,309	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED *

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	84.6	13,149	91.9
UNION MEMBERSHIP	2	15.4	1,160	8.1
TOTAL	13	100.0	14,309	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	30.8	1,872	13.1
ENUMERATED LIST OF MANAGEMENT RIGHTS	1	7.7	160	1.1
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	8	61.5	12,277	85.8
TOTAL	13	100.0	14,309	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS**

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
CLOSED SHOP	8	61.5	12,287	85.9
UNION SHOP	5	38.5	2,022	14.1
TOTAL	13	100.0	14,309	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
DUES CHECK-OFF ONLY	5	38.5	7,772	54.3
DUES AND INITIATION FEES	3	23.1	1,478	10.3
DUES, INITIATION FEES AND ASSESSMENTS	5	38.5	5,059	35.4
TOTAL	13	100.0	14,309	100.0

* For explanation see number 3 in the Definitions at page viii.
** For explanation see number 4 in the Definitions at page viii.

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	11	84.6	13,177	92.1
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE & PRESENT DUES-PAYING EMPL	1	7.7	100	.7
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	1	7.7	1,032	7.2
TOTAL	13	100.0	14,309	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	76.9	13,713	95.8
90 WORKING DAYS/SHIFTS	1	7.7	250	1.7
6 MONTHS	1	7.7	196	1.4
DEPENDS ON RELATED EXPERIENCE OR QUALIFICATIONS	1	7.7	150	1.0
TOTAL	13	100.0	14,309	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	92.3	14,059	98.3
NOT SPECIFIED	1	7.7	250	1.7
TOTAL	13	100.0	14,309	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	92.3	14,059	98.3
6 MONTHS	1	7.7	250	1.7
TOTAL	13	100.0	14,309	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	69.2	12,831	89.7
1 HOURS	3	23.1	1,378	9.6
2 HOURS	1	7.7	100	.7
TOTAL	13	100.0	14,309	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	84.6	14,059	98.3
NOT SPECIFIED	1	7.7	100	.7
OTHER	1	7.7	150	1.0
TOTAL	13	100.0	14,309	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	92.3	8,309	58.1
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	1	7.7	6,000	41.9
TOTAL	13	100.0	14,309	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	92.3	14,059	98.3
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	1	7.7	250	1.7
TOTAL	13	100.0	14,309	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	84.6	13,059	91.3
SOLE FACTOR	1	7.7	1,000	7.0
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	1	7.7	250	1.7
TOTAL	13	100.0	14,309	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EMPLOYEE ONLY	2	15.4	1,228	8.6
UNION REPRESENTATIVE ONLY	1	7.7	160	1.1
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	9	69.2	11,921	83.3
EMPLOYEE OR UNION REPRESENTATIVE	1	7.7	1,000	7.0
TOTAL	13	100.0	14,309	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	76.9	12,910	90.2
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	2	15.4	1,100	7.7
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	1	7.7	299	2.1
TOTAL	13	100.0	14,309	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	1	7.7	6,000	41.9
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	9	69.2	3,613	25.2
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	3	23.1	4,696	32.8
TOTAL	13	100.0	14,309	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIVE DAYS A WEEK	11	84.6	10,559	73.8
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	1	7.7	3,500	24.5
WORK DAYS NOT SPECIFIED OR CANNOT BE DETERMINED	1	7.7	250	1.7
TOTAL	13	100.0	14,309	100.0

TABLE 27 STANDARD DAILY HOURS*

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
8 HOURS	11	84.6	10,559	73.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	7.7	3,500	24.5
NOT SPECIFIED	1	7.7	250	1.7
TOTAL	13	100.0	14,309	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
40 HOURS	11	84.6	10,559	73.8
44 HOURS	2	15.4	3,750	26.2
TOTAL	13	100.0	14,309	100.0

* For explanation see number 5 in the Definitions at page viii.

TABLE 29 **PAID MEAL PERIOD PROVISIONS**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	53.8	4,655	32.5
MEAL PERIOD PAID ON OVERTIME WORK	6	46.2	9,654	67.5
TOTAL	13	100.0	14,309	100.0

TABLE 30 **COMPRESSED WORK WEEK AND FLEXTIME**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	69.2	12,491	87.3
PROVISION FOR COMPRESSED WORK-WEEK	3	23.1	1,622	11.3
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	1	7.7	196	1.4
TOTAL	13	100.0	14,309	100.0

TABLE 31 **OVERTIME RATE AFTER SCHEDULED DAILY HOURS**

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF	2	15.4	410	2.9
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 1 HOURS	1	7.7	150	1.0
DOUBLE TIME AFTER 2 HOURS	5	38.5	2,783	19.4
DOUBLE TIME AFTER 4 HOURS	1	7.7	238	1.7
DOUBLE TIME	1	7.7	196	1.4
DOUBLE TIME INCREASED TO 2.50 TIME AFTER 4 HOURS	1	7.7	6,000	41.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	7.7	1,032	7.2
NOT SPECIFIED	1	7.7	3,500	24.5
TOTAL	13	100.0	14,309	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	30.8	1,549	10.8
TIME AND ONE-HALF	2	15.4	410	2.9
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	2	15.4	1,384	9.7
DOUBLE TIME AFTER 4 HOURS	1	7.7	238	1.7
DOUBLE TIME	2	15.4	6,196	43.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	7.7	1,032	7.2
NOT SPECIFIED	1	7.7	3,500	24.5
TOTAL	13	100.0	14,309	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	46.2	5,038	35.2
TIME AND ONE-HALF	1	7.7	238	1.7
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 4 HOURS	1	7.7	299	2.1
DOUBLE TIME	4	30.8	8,634	60.3
OTHER	1	7.7	100	.7
TOTAL	13	100.0	14,309	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	30.8	4,728	33.0
DOUBLE TIME	9	69.2	9,581	67.0
TOTAL	13	100.0	14,309	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED) *

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	69.2	12,437	86.9
TIME AND ONE-HALF	1	7.7	250	1.7
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 4 HOURS	1	7.7	238	1.7
DOUBLE TIME	2	15.4	1,384	9.7
TOTAL	13	100.0	14,309	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	69.2	12,437	86.9
TIME AND ONE-HALF	1	7.7	250	1.7
DOUBLE TIME	3	23.1	1,622	11.3
TOTAL	13	100.0	14,309	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	30.8	895	6.3
AMOUNT NOT SPECIFIED, PAID AFTER 2 HOURS OF OVERTIME	1	7.7	160	1.1
MEALS FURNISHED BY EMPLOYER AFTER				
2 HOURS OF OVERTIME	6	46.2	8,754	61.2
3 HOURS OF OVERTIME	1	7.7	1,000	7.0
UNSPECIFIED HOURS	1	7.7	3,500	24.5
TOTAL	13	100.0	14,309	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	92.3	14,159	99.0
PROVISION EXISTS	1	7.7	150	1.0
TOTAL	13	100.0	14,309	100.0

* For explanation see number 6 in the Definitions at page viii.

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	84.6	13,149	91.9
PER CENT OF WAGES				
15.0 PER CENT	1	7.7	160	1.1
TIME RATE PAYMENT				
DOUBLE TIME	1	7.7	1,000	7.0
TOTAL	13	100.0	14,309	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	84.6	13,149	91.9
PER CENT OF WAGES				
20.0 PER CENT	1	7.7	160	1.1
TIME RATE PAYMENT				
DOUBLE TIME	1	7.7	1,000	7.0
TOTAL	13	100.0	14,309	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	30.8	4,149	29.0
AMOUNT PER HOUR				
$.75	3	23.1	1,622	11.3
$1.00	2	15.4	7,000	48.9
PER CENT OF WAGES				
15.0 PER CENT	4	30.8	1,538	10.7
TOTAL	13	100.0	14,309	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	30.8	4,149	29.0
AMOUNT PER HOUR				
$1.00	5	38.5	8,622	60.3
PER CENT OF WAGES				
15.0 PER CENT	2	15.4	346	2.4
20.0 PER CENT	2	15.4	1,192	8.3
TOTAL	13	100.0	14,309	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	69.2	12,728	89.0
AMOUNT PER HOUR				
$.30	1	7.7	1,032	7.2
$.60	2	15.4	399	2.8
OTHER	1	7.7	150	1.0
TOTAL	13	100.0	14,309	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	92.3	8,309	58.1
PER CENT OF WAGES				
1.0 PER CENT	1	7.7	6,000	41.9
TOTAL	13	100.0	14,309	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	76.9	12,687	88.7
PROVISION EXISTS	3	23.1	1,622	11.3
TOTAL	13	100.0	14,309	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	7.7	250	1.7
2.0 HOURS OF WORK OR PAY	3	23.1	1,310	9.2
4.0 HOURS OF WORK OR PAY	2	15.4	399	2.8
VARIES DEPENDING ON WORK OR NOT	7	53.8	12,350	86.3
TOTAL	13	100.0	14,309	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	23.1	596	4.2
MINIMUM OF 2.0 HOURS AT DOUBLE TIME	3	23.1	2,384	16.7
MINIMUM OF 2.5 HOURS AT DOUBLE TIME	1	7.7	238	1.7
MINIMUM OF 4.0 HOURS AT TIME AND ONE-HALF	2	15.4	399	2.8
MINIMUM OF 1.0 HOURS AT APPLICABLE OVERTIME RATE	1	7.7	6,000	41.9
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	3	23.1	4,692	32.8
TOTAL	13	100.0	14,309	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	92.3	10,809	75.5
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	1	7.7	3,500	24.5
TOTAL	13	100.0	14,309	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	38.5	2,022	14.1
2 PERIODS, 10 MINUTES EACH	8	61.5	12,287	85.9
TOTAL	13	100.0	14,309	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	92.3	14,159	99.0
1 PERIOD 5 MINUTES EACH	1	7.7	150	1.0
TOTAL	13	100.0	14,309	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	7.7	3,500	24.5
10 FULL HOLIDAYS	12	92.3	10,809	75.5
TOTAL	13	100.0	14,309	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	92.3	14,059	98.3
30 CALENDAR DAYS	1	7.7	250	1.7
TOTAL	13	100.0	14,309	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	76.9	12,831	89.7
DAY BEFORE AND AFTER HOLIDAY	3	23.1	1,478	10.3
TOTAL	13	100.0	14,309	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	92.3	14,059	98.3
PROVISION EXISTS	1	7.7	250	1.7
TOTAL	13	100.0	14,309	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	61.5	12,600	88.1
PRECEDING FRIDAY OFF WITH PAY	1	7.7	100	.7
FOLLOWING MONDAY OFF WITH PAY	4	30.8	1,609	11.2
TOTAL	13	100.0	14,309	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	38.5	10,978	76.7
FOLLOWING MONDAY OFF WITH PAY	5	38.5	1,709	11.9
ANOTHER DAY OFF WITH PAY	3	23.1	1,622	11.3
TOTAL	13	100.0	14,309	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	76.9	12,831	89.7
EXTRA DAYS VACATION WITH PAY	3	23.1	1,478	10.3
TOTAL	13	100.0	14,309	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	76.9	7,081	49.5
EXTRA DAY OFF WITH PAY	3	23.1	7,228	50.5
TOTAL	13	100.0	14,309	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	15.4	3,696	25.8
DOUBLE TIME PLUS HOLIDAY PAY	10	76.9	10,363	72.4
TIME AND ONE-HALF PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	7.7	250	1.7
TOTAL	13	100.0	14,309	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	84.6	13,760	96.2
1 YEAR	1	7.7	250	1.7
OTHER	1	7.7	299	2.1
TOTAL	13	100.0	14,309	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	69.2	12,532	87.6
1 YEAR	1	7.7	196	1.4
4 YEARS	1	7.7	250	1.7
OTHER	2	15.4	1,331	9.3
TOTAL	13	100.0	14,309	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	92.3	14,059	98.3
8 YEARS	1	7.7	250	1.7
TOTAL	13	100.0	14,309	100.0

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	92.3	14,059	98.3
12 YEARS	1	7.7	250	1.7
TOTAL	13	100.0	14,309	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	92.3	14,059	98.3
16 YEARS	1	7.7	250	1.7
TOTAL	13	100.0	14,309	100.0

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	69.2	12,532	87.6
THREE WEEKS	3	23.1	1,527	10.7
SIX WEEKS	1	7.7	250	1.7
TOTAL	13	100.0	14,309	100.0

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* For explanation see number 7 in the Definitions at page viii.

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	23.1	787	5.5
PROVISION EXISTS	10	76.9	13,522	94.5
TOTAL	13	100.0	14,309	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS) *

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE *

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE *

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

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* For explanation see number 8 in the Definitions at page viii.

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	84.6	13,010	90.9
PROVISION EXISTS	2	15.4	1,299	9.1
TOTAL	13	100.0	14,309	100.0

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* For explanation see number 8 in the Definitions at page viii.
** For explanation see number 9 in the Definitions at page viii.

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	84.6	13,760	96.2
IMMEDIATE FAMILY ONLY				
1.0 DAY	1	7.7	299	2.1
3.0 DAYS	1	7.7	250	1.7
TOTAL	13	100.0	14,309	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	61.5	6,388	44.6
PROVISION EXISTS	5	38.5	7,921	55.4
TOTAL	13	100.0	14,309	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	92.3	13,309	93.0
GRIEVANCE PAY ONLY	1	7.7	1,000	7.0
TOTAL	13	100.0	14,309	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	92.3	8,309	58.1
PROVISION EXISTS	1	7.7	6,000	41.9
TOTAL	13	100.0	14,309	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	69.2	4,499	31.4
PROVISION EXISTS	4	30.8	9,810	68.6
TOTAL	13	100.0	14,309	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

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* For explanation see number 10 in the Definitions at page viii.

** For explanation see number 11 in the Definitions at page viii.

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	38.5	2,032	14.2
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	7	53.8	11,978	83.7
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	1	7.7	299	2.1
TOTAL	13	100.0	14,309	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	84.6	10,649	74.4
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	2	15.4	3,660	25.6
TOTAL	13	100.0	14,309	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	61.5	5,931	41.4
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	5	38.5	8,378	58.6
TOTAL	13	100.0	14,309	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	53.8	2,187	15.3
SUPPLIED AT NO COST TO EMPLOYEES	6	46.2	12,122	84.7
TOTAL	13	100.0	14,309	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	92.3	13,309	93.0
MAINTAINED AT NO COST TO EMPLOYEES	1	7.7	1,000	7.0
TOTAL	13	100.0	14,309	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	53.8	2,421	16.9
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	1	7.7	160	1.1
INSURANCE PROVIDED FOR EMPLOYEES TOOLS	2	15.4	1,196	8.4
TOOLS SUPPLIED AT NO COST AND INSURANCE PROVIDED	1	7.7	1,032	7.2
TOOLS REPLACED AT NO COST AND INSURANCE PROVIDED	1	7.7	6,000	41.9
MONETARY ALLOWANCE FOR PURCHASE OF TOOLS AND INSURANCE PROVIDED	1	7.7	3,500	24.5
TOTAL	13	100.0	14,309	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	23.1	1,622	11.3
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	6	46.2	5,209	36.4
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	4	30.8	7,478	52.3
TOTAL	13	100.0	14,309	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	30.8	1,872	13.1
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	8	61.5	6,437	45.0
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	1	7.7	6,000	41.9
TOTAL	13	100.0	14,309	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	53.8	3,228	22.6
CENTS PER KILOMETER				
17.0 CENTS	1	7.7	3,500	24.5
20.0 CENTS	1	7.7	150	1.0
22.0 CENTS	2	15.4	399	2.8
25.0 CENTS	1	7.7	6,000	41.9
OTHER	1	7.7	1,032	7.2
TOTAL	13	100.0	14,309	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	53.8	5,491	38.4
PROVISION EXISTS	6	46.2	8,818	61.6
TOTAL	13	100.0	14,309	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	61.5	5,931	41.4
ONE TO ONE	1	7.7	196	1.4
ONE TO TWO	2	15.4	1,150	8.0
RATIO VARIES BY TRADE	2	15.4	7,032	49.1
TOTAL	13	100.0	14,309	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS *

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	84.6	8,149	57.0
TRAINING FOR BARGAINING UNIT EMPLOYEES	2	15.4	6,160	43.0
TOTAL	13	100.0	14,309	100.0

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* For explanation see number 12 in the Definitions at page viii.

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)*

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	69.2	12,863	89.9
PROVISION EXISTS	4	30.8	1,446	10.1
TOTAL	13	100.0	14,309	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	84.6	7,309	51.1
PROVISION EXISTS	2	15.4	7,000	48.9
TOTAL	13	100.0	14,309	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	69.2	12,760	89.2
PROVISION EXISTS	4	30.8	1,549	10.8
TOTAL	13	100.0	14,309	100.0

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* For explanation see number 13 in the Definitions at page viii.

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 135

EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 136

SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 137

MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS *

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 138

EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 139

AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 140

EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

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* For explanation see number 14 in the Definitions at page viii.

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	100.0	14,309	100.0
TOTAL	13	100.0	14,309	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	30.8	1,872	13.1
FLAT SUM PAYMENT	9	69.2	12,437	86.9
TOTAL	13	100.0	14,309	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	30.8	1,722	12.0
NON-CONTRIBUTORY	2	15.4	1,299	9.1
CONTRIBUTORY	4	30.8	10,682	74.7
NOT SPECIFIED	3	23.1	606	4.2
TOTAL	13	100.0	14,309	100.0

SECTION V

TRANSPORTATION, COMMUNICATION & UTILITIES

(Includes all transportation systems, including urban transit, all electric, power, gas, water and telephone systems, as well as miscellaneous systems such as waste disposal, storage and warehousing systems.)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1985	9	30.0	6,197	27.8
JANUARY	1	3.3	1,435	6.4
JUNE	1	3.3	160	.7
DECEMBER	7	23.3	4,602	20.7
1986	15	50.0	10,271	46.1
JANUARY	2	6.7	4,423	19.9
MARCH	1	3.3	125	.6
JUNE	1	3.3	421	1.9
DECEMBER	11	36.7	5,302	23.8
1987 AND LATER	6	20.0	5,810	26.1
JANUARY	3	10.0	5,243	23.5
MARCH	1	3.3	295	1.3
JUNE	1	3.3	147	.7
OCTOBER	1	3.3	125	.6
TOTAL	30	100.0	22,278	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION *

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
CALGARY / DRUMHELLER	8	26.7	3,974	17.8
CENSUS DIVISION NO. 6	8	26.7	3,974	17.8
EDMONTON / LLOYDMIN.	8	26.7	3,913	17.6
CENSUS DIVISION NO. 11	8	26.7	3,913	17.6
INTER-REGIONAL	4	13.3	1,683	7.6
PROVINCE WIDE	10	33.3	12,708	57.0
TOTAL	30	100.0	22,278	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE **

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
CALGARY / DRUMHELLER	8	26.7	3,974	17.8
CALGARY	8	26.7	3,974	17.8
EDMONTON / LLOYDMIN.	8	26.7	3,913	17.6
EDMONTON	7	23.3	3,493	15.7
REMAINDER	1	3.3	420	1.9
TWO OR MORE REGIONS	4	13.3	1,683	7.6
PROVINCE WIDE	10	33.3	12,708	57.0
TOTAL	30	100.0	22,278	100.0

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
AMALGAMATED TRANSIT	5	16.7	4,245	19.1
ELECTRICAL WORKERS	8	26.7	10,808	48.5
EMPLOYEES ASSOCIATION	7	23.3	5,036	22.6
ENERGY & CHEMICAL WORKERS	1	3.3	115	.5
RAILWAY WORKERS	2	6.7	272	1.2
TEAMSTERS	6	20.0	1,467	6.6
UNITED FOOD & COMM. WORKERS	1	3.3	335	1.5
TOTAL	30	100.0	22,278	100.0

* For explanation see number 1 in the Definitions at page viii.

** For explanation see number 2 in the Definitions at page viii.

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LESS THAN ONE YEAR	1	3.3	1,435	6.4
ONE YEAR	3	10.0	385	1.7
BETWEEN ONE AND TWO YEARS	5	16.7	3,792	17.0
TWO YEARS	15	50.0	14,523	65.2
BETWEEN TWO AND THREE YEARS	1	3.3	300	1.3
THREE YEARS	5	16.7	1,843	8.3
TOTAL	30	100.0	22,278	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	9	30.0	1,223	5.5
200 - 499 EMPLOYEES	8	26.7	2,832	12.7
500 - 999 EMPLOYEES	7	23.3	5,452	24.5
1,000 OR MORE EMPLOYEES	6	20.0	12,771	57.3
TOTAL	30	100.0	22,278	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED *

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	17	56.7	10,164	45.6
OFFICE EMPLOYEES	2	6.7	4,423	19.9
PROFESSIONAL EMPLOYEES	1	3.3	125	.6
NON-OFFICE AND OFFICE EMPLOYEES	9	30.0	6,758	30.3
OFFICE AND PROFESSIONAL EMPLOYEES	1	3.3	808	3.6
TOTAL	30	100.0	22,278	100.0

* For explanation see number 3 in the Definitions at page viii.

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.7	1,150	5.2
UNION MEMBERSHIP	19	63.3	8,972	40.3
RACE, RELIGION, NATIONALITY, SEX	2	6.7	5,234	23.5
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX	3	10.0	6,102	27.4
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	1	3.3	115	.5
RACE, RELIGION, NATIONALITY, SEX, MARITAL STATUS	1	3.3	420	1.9
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	1	3.3	160	.7
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, MARITAL STATUS	1	3.3	125	.6
TOTAL	30	100.0	22,278	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	10.0	1,667	7.5
GENERAL STATEMENT OF MANAGEMENT RIGHTS	2	6.7	2,935	13.2
ENUMERATED LIST OF MANAGEMENT RIGHTS	9	30.0	3,538	15.9
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	1	3.3	160	.7
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	15	50.0	13,978	62.7
TOTAL	30	100.0	22,278	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS *

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	40.0	7,734	34.7
CLOSED SHOP	1	3.3	148	.7
UNION SHOP	8	26.7	2,804	12.6
MODIFIED UNION SHOP	2	6.7	272	1.2
MAINTENANCE OF MEMBERSHIP	4	13.3	5,779	25.9
MUST BECOME MEMBER OR PAY EQUIVALENT DUES	3	10.0	5,541	24.9
TOTAL	30	100.0	22,278	100.0

* For explanation see number 4 in the Definitions at page viii.

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
DUES CHECK-OFF ONLY	13	43.3	9,003	40.4
DUES AND INITIATION FEES	8	26.7	9,258	41.6
DUES, INITIATION FEES AND ASSESSMENTS	6	20.0	2,446	11.0
DUES, INITIATION FEES, ASSESSMENTS AND FINES	3	10.0	1,571	7.1
TOTAL	30	100.0	22,278	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	23	76.7	15,054	67.6
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE	2	6.7	3,968	17.8
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE & PRESENT DUES-PAYING EMPL	1	3.3	1,391	6.2
COMPULSORY FOR NEW EMPLOYEES	1	3.3	420	1.9
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	2	6.7	1,195	5.4
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	1	3.3	250	1.1
TOTAL	30	100.0	22,278	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
30 CALENDAR DAYS	4	13.3	751	3.4
45 CALENDAR DAYS	1	3.3	335	1.5
120 CALENDAR DAYS	5	16.7	3,366	15.1
3 MONTHS	6	20.0	2,060	9.2
6 MONTHS	9	30.0	13,451	60.4
12 MONTHS	1	3.3	597	2.7
VARIES BY OCCUPATION OR CLASSIFICATION	3	10.0	1,468	6.6
OTHER	1	3.3	250	1.1
TOTAL	30	100.0	22,278	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	30.0	7,039	31.6
COMPANY	1	3.3	3,032	13.6
PLANT	1	3.3	421	1.9
DEPARTMENT	4	13.3	3,170	14.2
COMBINATION OF COMPANY AND PLANT	1	3.3	125	.6
COMBINATION OF PLANT AND DEPARTMENT	1	3.3	300	1.3
COMBINATION OF PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	2	6.7	567	2.5
COMBINATION OF DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	2	6.7	443	2.0
COMPANY, PLANT AND JOB OR OCCUPATIONAL CLASSIFICATION	4	13.3	2,775	12.5
NOT SPECIFIED	5	16.7	4,406	19.8
TOTAL	30	100.0	22,278	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	43.3	8,848	39.7
2 MONTHS	1	3.3	3,843	17.3
3 MONTHS	1	3.3	100	.4
6 MONTHS	6	20.0	5,774	25.9
12 MONTHS	6	20.0	3,262	14.6
PERIOD RELATED TO LENGTH OF SERVICE, NO MAXIMUM	3	10.0	451	2.0
TOTAL	30	100.0	22,278	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	86.7	20,321	91.2
10 CALENDAR DAYS	1	3.3	900	4.0
2 WEEKS	1	3.3	597	2.7
4 WEEKS	1	3.3	125	.6
VARIES WITH LENGTH OF SERVICE	1	3.3	335	1.5
TOTAL	30	100.0	22,278	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	21,346	95.8
TWO WEEKS PAY	1	3.3	597	2.7
VARIES WITH LENGTH OF SERVICE	1	3.3	335	1.5
TOTAL	30	100.0	22,278	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	56.7	6,224	27.9
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	5	16.7	3,366	15.1
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	8	26.7	12,688	57.0
TOTAL	30	100.0	22,278	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.7	721	3.2
2 CALENDAR DAYS	1	3.3	148	.7
3 CALENDAR DAYS	4	13.3	1,400	6.3
5 CALENDAR DAYS	1	3.3	160	.7
7 CALENDAR DAYS	7	23.3	5,374	24.1
10 CALENDAR DAYS	1	3.3	420	1.9
5 WORKING DAYS/SHIFTS	1	3.3	335	1.5
6 WORKING DAYS/SHIFTS	5	16.7	2,542	11.4
10 WORKING DAYS/SHIFTS	1	3.3	939	4.2
4 WEEKS	1	3.3	100	.4
NOT SPECIFIED	5	16.7	8,569	38.5
OTHER	1	3.3	1,570	7.0
TOTAL	30	100.0	22,278	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	13.3	1,024	4.6
SOLE FACTOR	1	3.3	900	4.0
PRIMARY FACTOR	3	10.0	420	1.9
SECONDARY FACTOR	16	53.3	10,526	47.2
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	6	20.0	9,408	42.2
TOTAL	30	100.0	22,278	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	43.3	6,130	27.6
PRIMARY FACTOR	1	3.3	148	.7
SECONDARY FACTOR	7	23.3	5,278	23.7
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	9	30.0	10,714	48.1
TOTAL	30	100.0	22,278	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	16.7	2,552	11.5
SOLE FACTOR	9	30.0	5,658	25.4
PRIMARY FACTOR	7	23.3	1,951	8.8
SECONDARY FACTOR	4	13.3	2,315	10.4
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	5	16.7	9,802	44.0
TOTAL	30	100.0	22,278	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EMPLOYEE ONLY	7	23.3	9,862	44.3
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	21	70.0	10,331	46.4
EMPLOYEE OR UNION REPRESENTATIVE	2	6.7	2,085	9.4
TOTAL	30	100.0	22,278	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	63.3	16,348	73.4
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	5	16.7	4,397	19.7
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	5	16.7	1,172	5.3
OTHER	1	3.3	361	1.6
TOTAL	30	100.0	22,278	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.3	108	.5
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	8	26.7	1,621	7.3
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	14	46.7	15,702	70.5
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	7	23.3	4,847	21.8
TOTAL	30	100.0	22,278	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.7	1,150	5.2
FIVE DAYS A WEEK	23	76.7	20,301	91.1
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	3	10.0	542	2.4
WORK DAYS NOT SPECIFIED OR CANNOT BE DETERMINED	2	6.7	285	1.3
TOTAL	30	100.0	22,278	100.0

TABLE 27 STANDARD DAILY HOURS *

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.7	1,150	5.2
7 HOURS	4	13.3	2,327	10.4
7-1/2 HOURS	2	6.7	4,467	20.1
8 HOURS	12	40.0	8,787	39.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	8	26.7	5,087	22.8
NOT SPECIFIED	2	6.7	460	2.1
TOTAL	30	100.0	22,278	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.7	1,150	5.2
35 HOURS	4	13.3	2,327	10.4
37 HOURS	1	3.3	335	1.5
37-1/2 HOURS	2	6.7	4,467	20.1
40 HOURS	12	40.0	8,752	39.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	8	26.7	5,087	22.8
NOT SPECIFIED	1	3.3	160	.7
TOTAL	30	100.0	22,278	100.0

* For explanation see number 5 in the Definitions at page viii.

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	76.7	18,572	83.4
MEAL PERIOD PAID ON OVERTIME WORK	5	16.7	1,621	7.3
2ND AND 3RD SHIFT AND OVERTIME	1	3.3	650	2.9
OTHER	1	3.3	1,435	6.4
TOTAL	30	100.0	22,278	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	73.3	10,066	45.2
PROVISION FOR COMPRESSED WORK-WEEK	6	20.0	6,869	30.8
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	1	3.3	3,843	17.3
OTHER	1	3.3	1,500	6.7
TOTAL	30	100.0	22,278	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.3	125	.6
TIME AND ONE-HALF	3	10.0	560	2.5
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 2 HOURS	4	13.3	786	3.5
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	421	1.9
DOUBLE TIME	5	16.7	3,125	14.0
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 5 HOURS	1	3.3	125	.6
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	3	10.0	2,167	9.7
EQUIVALENT TIME OFF OR PAY AT DOUBLE TIM	2	6.7	2,167	9.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	6	20.0	4,527	20.3
OTHER	4	13.3	8,275	37.1
TOTAL	30	100.0	22,278	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	46.7	8,158	36.6
TIME AND ONE-HALF	4	13.3	1,181	5.3
DOUBLE TIME	6	20.0	3,875	17.4
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	2	6.7	1,747	7.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	6.7	442	2.0
OTHER	2	6.7	6,875	30.9
TOTAL	30	100.0	22,278	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	90.0	21,407	96.1
DOUBLE TIME	2	6.7	450	2.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	421	1.9
TOTAL	30	100.0	22,278	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	21,522	96.6
DOUBLE TIME	1	3.3	335	1.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	421	1.9
TOTAL	30	100.0	22,278	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED) *

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	46.7	7,116	31.9
TIME AND ONE-HALF	1	3.3	300	1.3
DOUBLE TIME	8	26.7	6,519	29.3
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	3.3	420	1.9
EQUIVALENT TIME OFF OR PAY AT DOUBLE TIM	1	3.3	1,570	7.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	6.7	1,921	8.6
OTHER	3	10.0	4,432	19.9
TOTAL	30	100.0	22,278	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	46.7	7,116	31.9
TIME AND ONE-HALF	1	3.3	300	1.3
DOUBLE TIME	8	26.7	6,519	29.3
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	3.3	420	1.9
EQUIVALENT TIME OFF OR PAY AT DOUBLE TIM	1	3.3	1,570	7.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	6.7	1,921	8.6
OTHER	3	10.0	4,432	19.9
TOTAL	30	100.0	22,278	100.0

* For explanation see number 6 in the Definitions at page viii.

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	73.3	12,737	57.2
$ 4.50 PER MEAL PAID AFTER 4 HOURS OF OVERTIME	1	3.3	295	1.3
$ 5.50 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	3.3	335	1.5
$ 6.25 PER MEAL PAID AFTER 1 HOURS OF OVERTIME	1	3.3	100	.4
$ 6.50 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	3	10.0	8,266	37.1
$ 7.50 PER MEAL PAID AFTER 2 HOURS OF OVERTIME	1	3.3	125	.6
MEALS FURNISHED BY EMPLOYER AFTER 2 HOURS OF OVERTIME	1	3.3	420	1.9
TOTAL	30	100.0	22,278	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	73.3	13,802	62.0
PROVISION EXISTS	8	26.7	8,476	38.0
TOTAL	30	100.0	22,278	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	21,261	95.4
FLAT AMOUNT PER SHIFT VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	420	1.9
NOT SPECIFIED	1	3.3	597	2.7
TOTAL	30	100.0	22,278	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	66.7	8,325	37.4
AMOUNT PER HOUR				
$.40	1	3.3	650	2.9
FLAT AMOUNT PER SHIFT				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	420	1.9
PER CENT OF WAGES				
50.0 PER CENT	1	3.3	3,032	13.6
TIME RATE PAYMENT				
TIME AND ONE-QUARTER	1	3.3	1,435	6.4
TIME AND ONE-HALF	3	10.0	5,984	26.9
DOUBLE TIME	1	3.3	335	1.5
NOT SPECIFIED	2	6.7	2,097	9.4
TOTAL	30	100.0	22,278	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	26.7	3,463	15.5
AMOUNT PER HOUR				
$.25	1	3.3	147	.7
$.30	1	3.3	597	2.7
$.35	1	3.3	125	.6
$.40	4	13.3	3,000	13.5
$.57	2	6.7	1,169	5.2
$.60	3	10.0	7,170	32.2
$.75	1	3.3	335	1.5
$.79	1	3.3	939	4.2
$.81	1	3.3	420	1.9
$1.00	1	3.3	125	.6
$1.50	1	3.3	148	.7
$5.40	1	3.3	1,570	7.0
$5.70	2	6.7	1,258	5.6
$6.00	1	3.3	1,391	6.2
TIME DIFFERENTIAL				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	421	1.9
TOTAL	30	100.0	22,278	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	16.7	1,725	7.7
AMOUNT PER HOUR				
$.30	1	3.3	597	2.7
$.35	2	6.7	1,560	7.0
$.40	4	13.3	3,000	13.5
$.50	1	3.3	147	.7
$.60	1	3.3	295	1.3
$.65	2	6.7	6,875	30.9
$.73	2	6.7	1,169	5.2
$.75	1	3.3	335	1.5
$.79	1	3.3	939	4.2
$.81	1	3.3	420	1.9
$1.00	1	3.3	125	.6
$1.50	1	3.3	148	.7
$5.40	1	3.3	1,570	7.0
$6.50	1	3.3	1,391	6.2
$7.30	2	6.7	1,258	5.6
$7.50	1	3.3	108	.5
$15.00	1	3.3	195	.9
TIME DIFFERENTIAL				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	421	1.9
TOTAL	30	100.0	22,278	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	83.3	14,820	66.5
AMOUNT PER HOUR				
$1.50	1	3.3	100	.4
FLAT AMOUNT PER SHIFT				
$ 2.00 PER SHIFT	2	6.7	4,423	19.9
NOT SPECIFIED	1	3.3	1,435	6.4
OTHER	1	3.3	1,500	6.7
TOTAL	30	100.0	22,278	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	22,278	100.0
TOTAL	30	100.0	22,278	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	86.7	15,618	70.1
TIME RATE PAYMENT				
TIME AND ONE-HALF	1	3.3	1,570	7.0
DOUBLE TIME	2	6.7	1,247	5.6
DOUBLE TIME AND ONE-HALF	1	3.3	3,843	17.3
TOTAL	30	100.0	22,278	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	83.3	19,559	87.8
AMOUNT PER HOUR				
$.60	1	3.3	295	1.3
$.70	1	3.3	335	1.5
OTHER	3	10.0	2,089	9.4
TOTAL	30	100.0	22,278	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	76.7	16,868	75.7
PROVISION EXISTS	7	23.3	5,410	24.3
TOTAL	30	100.0	22,278	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	70.0	18,186	81.6
2.0 HOURS OF WORK OR PAY	3	10.0	2,585	11.6
4.0 HOURS OF WORK OR PAY	1	3.3	335	1.5
8.0 HOURS OF WORK OR PAY	1	3.3	300	1.3
VARIES DEPENDING ON WORK OR NOT	4	13.3	872	3.9
TOTAL	30	100.0	22,278	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.3	160	.7
MINIMUM OF 2.0 HOURS AT				
STRAIGHT TIME	1	3.3	100	.4
TIME AND ONE-HALF	2	6.7	303	1.4
DOUBLE TIME	7	23.3	7,858	35.3
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME	3	10.0	1,232	5.5
MINIMUM OF 1.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	3.3	939	4.2
MINIMUM OF 2.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	3.3	3,843	17.3
MINIMUM OF 1.0 HOURS AT APPLICABLE OVERTIME RATE	4	13.3	2,427	10.9
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	2	6.7	3,005	13.5
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	2	6.7	273	1.2
MINIMUM OF 4.0 HOURS, RATE NOT SPECIFIED	1	3.3	125	.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	4	13.3	1,763	7.9
OTHER	1	3.3	250	1.1
TOTAL	30	100.0	22,278	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	90.0	19,218	86.3
BI-WEEKLY WORK OR WAGE GUARANTEE	1	3.3	125	.6
BIWEEKLY GUARANTEE, LIMITED TO SPECIFIED NUMBER OF EMPL. OR OCCUPATIONAL GROUPS	1	3.3	1,435	6.4
GUARANTEED WORK OR PAY VARIES BY OCCUPATIONAL GROUP	1	3.3	1,500	6.7
TOTAL	30	100.0	22,278	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	50.0	14,829	66.6
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	14	46.7	7,029	31.6
OTHER	1	3.3	420	1.9
TOTAL	30	100.0	22,278	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	23.3	6,327	28.4
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	6	20.0	5,819	26.1
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	16	53.3	9,712	43.6
OTHER	1	3.3	420	1.9
TOTAL	30	100.0	22,278	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	60.0	16,724	75.1
2 PERIODS, 10 MINUTES EACH	4	13.3	1,422	6.4
2 PERIODS, 15 MINUTES EACH	7	23.3	2,632	11.8
OTHER	1	3.3	1,500	6.7
TOTAL	30	100.0	22,278	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	96.7	21,339	95.8
PERIODS AND DURATION NOT SPECIFIED	1	3.3	939	4.2
TOTAL	30	100.0	22,278	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
10 FULL HOLIDAYS	13	43.3	4,969	22.3
11 FULL HOLIDAYS	15	50.0	14,374	64.5
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	1	3.3	1,500	6.7
PROVISION FOR PAID HOLIDAYS BUT NUMBER NOT SPECIFIED	1	3.3	1,435	6.4
TOTAL	30	100.0	22,278	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	22,278	100.0
TOTAL	30	100.0	22,278	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	46.7	15,096	67.8
30 CALENDAR DAYS	10	33.3	4,043	18.1
30 WORKING DAYS	6	20.0	3,139	14.1
TOTAL	30	100.0	22,278	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	33.3	3,569	16.0
DAY BEFORE AND AFTER HOLIDAY	20	66.7	18,709	84.0
TOTAL	30	100.0	22,278	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	90.0	20,378	91.5
PROVISION EXISTS	3	10.0	1,900	8.5
TOTAL	30	100.0	22,278	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	53.3	7,956	35.7
FOLLOWING MONDAY OFF WITH PAY	2	6.7	1,169	5.2
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	10	33.3	12,693	57.0
ANOTHER DAY OFF WITH PAY	1	3.3	335	1.5
ACCORDING TO GOVERNMENT REGULATIONS	1	3.3	125	.6
TOTAL	30	100.0	22,278	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	53.3	7,956	35.7
FOLLOWING MONDAY OFF WITH PAY	2	6.7	1,169	5.2
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	10	33.3	12,693	57.0
ANOTHER DAY OFF WITH PAY	1	3.3	335	1.5
ACCORDING TO GOVERNMENT REGULATIONS	1	3.3	125	.6
TOTAL	30	100.0	22,278	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	40.0	4,684	21.0
EXTRA DAYS VACATION WITH PAY	12	40.0	12,629	56.7
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	6	20.0	4,965	22.3
TOTAL	30	100.0	22,278	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	36.7	6,805	30.5
EXTRA DAY OFF WITH PAY	9	30.0	6,271	28.1
EXTRA DAYS PAY	4	13.3	770	3.5
EXTRA DAY OFF OR EXTRA DAYS PAY	6	20.0	8,432	37.8
TOTAL	30	100.0	22,278	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.3	147	.7
TIME AND ONE-HALF PLUS HOLIDAY PAY	3	10.0	550	2.5
DOUBLE TIME PLUS HOLIDAY PAY	18	60.0	15,505	69.6
TIME AND ONE-HALF, PLUS ANOTHER DAY OFF WITH PAY	1	3.3	100	.4
DOUBLE TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	2	6.7	3,005	13.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	10.0	1,571	7.1
OTHER	2	6.7	1,400	6.3
TOTAL	30	100.0	22,278	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	10.0	520	2.3
SIX MONTHS BUT LESS THAN ONE YEAR	8	26.7	11,646	52.3
1 YEAR	19	63.3	10,112	45.4
TOTAL	30	100.0	22,278	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1 YEAR	8	26.7	11,326	50.8
2 YEARS	11	36.7	7,728	34.7
3 YEARS	10	33.3	3,099	13.9
4 YEARS	1	3.3	125	.6
TOTAL	30	100.0	22,278	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.3	100	.4
6 YEARS	1	3.3	125	.6
8 YEARS	10	33.3	5,161	23.2
9 YEARS	14	46.7	15,197	68.2
10 YEARS	2	6.7	545	2.4
12 YEARS	2	6.7	1,150	5.2
TOTAL	30	100.0	22,278	100.0

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.3	100	.4
13 YEARS	2	6.7	630	2.8
15 YEARS	6	20.0	1,023	4.6
16 YEARS	3	10.0	4,844	21.7
17 YEARS	5	16.7	3,366	15.1
18 YEARS	3	10.0	5,833	26.2
19 YEARS	6	20.0	5,092	22.9
20 YEARS	2	6.7	240	1.1
22 YEARS	2	6.7	1,150	5.2
TOTAL	30	100.0	22,278	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	40.0	9,867	44.3
18 YEARS	2	6.7	630	2.8
21 YEARS	2	6.7	343	1.5
25 YEARS	12	40.0	10,288	46.2
30 YEARS	2	6.7	1,150	5.2
TOTAL	30	100.0	22,278	100.0

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
THREE WEEKS	1	3.3	100	.4
FIVE WEEKS	11	36.7	9,767	43.8
SIX WEEKS	14	46.7	9,614	43.2
SEVEN WEEKS	3	10.0	1,227	5.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	1,570	7.0
TOTAL	30	100.0	22,278	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	86.7	13,865	62.2
PROVISION EXISTS	4	13.3	8,413	37.8
TOTAL	30	100.0	22,278	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS)**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	70.0	14,045	63.0
CASUAL ILLNESS LEAVE	6	20.0	4,070	18.3
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	3	10.0	4,163	18.7
TOTAL	30	100.0	22,278	100.0

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* For explanation see number 7 in the Definitions at page viii.

** For explanation see number 8 in the Definitions at page viii.

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE *

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	76.7	17,177	77.1
3 MONTHS	4	13.3	4,598	20.6
6 MONTHS	1	3.3	160	.7
12 MONTHS	2	6.7	343	1.5
TOTAL	30	100.0	22,278	100.0

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	73.3	17,077	76.7
6 DAYS	3	10.0	825	3.7
12 DAYS	2	6.7	285	1.3
18 DAYS	2	6.7	248	1.1
VARIES WITH LENGTH OF SERVICE	1	3.3	3,843	17.3
TOTAL	30	100.0	22,278	100.0

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE *

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	76.7	20,920	93.9
UNDER 60 DAYS	5	16.7	1,133	5.1
120 - 149 DAYS	2	6.7	225	1.0
TOTAL	30	100.0	22,278	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	96.7	21,943	98.5
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 100.0 PER CENT	1	3.3	335	1.5
TOTAL	30	100.0	22,278	100.0

* For explanation see number 8 in the Definitions at page viii.

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	96.7	21,943	98.5
26 DAYS	1	3.3	335	1.5
TOTAL	30	100.0	22,278	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	21,648	97.2
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 100.0 PER CENT	2	6.7	630	2.8
TOTAL	30	100.0	22,278	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	21,648	97.2
26 DAYS	2	6.7	630	2.8
TOTAL	30	100.0	22,278	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	22,278	100.0
TOTAL	30	100.0	22,278	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	22,278	100.0
TOTAL	30	100.0	22,278	100.0

* For explanation see number 8 in the Definitions at page viii.

TABLE 82 INJURY PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	66.7	14,597	65.5
PROVISION EXISTS	10	33.3	7,681	34.5
TOTAL	30	100.0	22,278	100.0

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	70.0	10,120	45.4
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	6	20.0	8,666	38.9
FULL DIFFERENCE FOR A PERIOD OF TIME AND PART OF DIFFERENCE THEREAFTER	2	6.7	3,367	15.1
FULL DIFFERENCE BETWEEN REGULAR AND COMPENSATION PAY TAKEN FROM SICK LEAVE	1	3.3	125	.6
TOTAL	30	100.0	22,278	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	70.0	10,120	45.4
3 MONTHS	1	3.3	335	1.5
12 MONTHS	1	3.3	3,843	17.3
UNTIL UNUSED SICK LEAVE IS EXHAUSTED	1	3.3	1,391	6.2
UNTIL TERMIN., RETIREMNT OR COMMENCEMNT	2	6.7	2,085	9.4
NOT SPECIFIED	4	13.3	4,504	20.2
TOTAL	30	100.0	22,278	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	33.3	5,872	26.4
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	19	63.3	13,374	60.0
NOT SPECIFIED	1	3.3	3,032	13.6
TOTAL	30	100.0	22,278	100.0

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* For explanation see number 9 in the Definitions at page viii.

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	16.7	3,490	15.7
IMMEDIATE FAMILY ONLY				
3.0 DAYS	9	30.0	4,390	19.7
4.0 DAYS	3	10.0	857	3.8
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	3.3	650	2.9
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	3.3	335	1.5
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR OTHER RELATIVES	1	3.3	3,032	13.6
3.0 DAYS BASIC LEAVE WITH .2 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	3.3	115	.5
3.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	3.3	147	.7
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	5	16.7	7,342	33.0
4.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	1	3.3	1,500	6.7
NOT SPECIFIED	1	3.3	295	1.3
OTHER	1	3.3	125	.6
TOTAL	30	100.0	22,278	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	36.7	3,309	14.9
3 MONTHS	3	10.0	2,835	12.7
6 MONTHS	5	16.7	9,891	44.4
12 MONTHS	11	36.7	6,243	28.0
TOTAL	30	100.0	22,278	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	46.7	6,144	27.6
18 WEEKS	5	16.7	3,540	15.9
20 WEEKS	2	6.7	3,157	14.2
22 WEEKS	1	3.3	3,843	17.3
24 WEEKS	4	13.3	2,769	12.4
26 WEEKS	1	3.3	939	4.2
36 WEEKS	1	3.3	335	1.5
38 WEEKS	1	3.3	1,391	6.2
ACCORDING TO LEGISLATION	1	3.3	160	.7
TOTAL	30	100.0	22,278	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	60.0	6,979	31.3
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	12	40.0	15,299	68.7
TOTAL	30	100.0	22,278	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	40.0	4,059	18.2
MATERNITY LEAVE PLAN EXISTS	18	60.0	18,219	81.8
TOTAL	30	100.0	22,278	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	66.7	15,146	68.0
PROVISION EXISTS	10	33.3	7,132	32.0
TOTAL	30	100.0	22,278	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	53.3	9,331	41.9
PROVISION EXISTS	14	46.7	12,947	58.1
TOTAL	30	100.0	22,278	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	76.7	13,183	59.2
PATERNITY	4	13.3	2,095	9.4
MOVING	1	3.3	125	.6
FAMILY ILLNESS	1	3.3	3,843	17.3
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	1	3.3	3,032	13.6
TOTAL	30	100.0	22,278	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	83.3	19,933	89.5
LEAVE WITHOUT PAY	1	3.3	250	1.1
LEAVE WITH FULL PAY	1	3.3	1,500	6.7
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	3	10.0	595	2.7
TOTAL	30	100.0	22,278	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	60.0	10,069	45.2
GRIEVANCE PAY ONLY	12	40.0	12,209	54.8
TOTAL	30	100.0	22,278	100.0

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* For explanation see number 10 in the Definitions at page viii.

TABLE 96 NEGOTIATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	80.0	12,337	55.4
PROVISION EXISTS	6	20.0	9,941	44.6
TOTAL	30	100.0	22,278	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	22,278	100.0
TOTAL	30	100.0	22,278	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	80.0	16,330	73.3
PROVISION EXISTS	6	20.0	5,948	26.7
TOTAL	30	100.0	22,278	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	21,698	97.4
PROVISION EXISTS	2	6.7	580	2.6
TOTAL	30	100.0	22,278	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	63.3	11,097	49.8
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	6	20.0	3,906	17.5
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	5	16.7	7,275	32.7
TOTAL	30	100.0	22,278	100.0

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* For explanation see number 11 in the Definitions at page viii.

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	83.3	17,795	79.9
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	1	3.3	148	.7
SAFETY SHOES SUPPLIED AT SOME COST TO EMPLOYEE	1	3.3	1,500	6.7
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	3	10.0	2,835	12.7
TOTAL	30	100.0	22,278	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	96.7	21,528	96.6
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	1	3.3	750	3.4
TOTAL	30	100.0	22,278	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	46.7	13,530	60.7
SUPPLIED AT NO COST TO EMPLOYEES	8	26.7	3,893	17.5
SUPPLIED AT SOME COST TO EMPLOYEES	3	10.0	1,485	6.7
EMPLOYER MAKES A MONETARY ALLOWANCE	4	13.3	1,935	8.7
INITIAL WORK CLOTHING SUPPLIED AT SOME COST, REPLACEMENTS AT NO COST	1	3.3	1,435	6.4
TOTAL	30	100.0	22,278	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	80.0	20,152	90.5
MAINTAINED AT NO COST TO EMPLOYEES	5	16.7	2,011	9.0
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	1	3.3	115	.5
TOTAL	30	100.0	22,278	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	70.0	16,460	73.9
TOOLS REPLACED AT NO COST TO EMPLOYEE	3	10.0	1,997	9.0
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	1	3.3	335	1.5
INSURANCE PROVIDED FOR EMPLOYEES TOOLS	2	6.7	1,583	7.1
TOOLS SUPPLIED AT NO COST AND INSURANCE PROVIDED	1	3.3	108	.5
MONETARY ALLOWANCE FOR PURCHASE OF TOOLS AND INSURANCE PROVIDED	1	3.3	295	1.3
OTHER	1	3.3	1,500	6.7
TOTAL	30	100.0	22,278	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	30.0	5,140	23.1
MEAL ALLOWANCE (OR MEALS SUPPLIED)	1	3.3	195	.9
LODGING ALLOWANCE (OR LODGING SUPPLIED)	2	6.7	1,582	7.1
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	8	26.7	2,361	10.6
LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	1	3.3	421	1.9
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	9	30.0	12,579	56.5
TOTAL	30	100.0	22,278	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	26.7	3,159	14.2
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	20	66.7	17,199	77.2
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	1	3.3	420	1.9
OTHER	1	3.3	1,500	6.7
TOTAL	30	100.0	22,278	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	66.7	11,464	51.5
VARIES WITH DISTANCE	4	13.3	5,948	26.7
OTHER	6	20.0	4,866	21.8
TOTAL	30	100.0	22,278	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	66.7	11,792	52.9
PROVISION EXISTS	10	33.3	10,486	47.1
TOTAL	30	100.0	22,278	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	80.0	19,830	89.0
ONE TO TWO	1	3.3	750	3.4
ONE TO THREE	3	10.0	451	2.0
RATIO VARIES BY TRADE	1	3.3	597	2.7
OTHER	1	3.3	650	2.9
TOTAL	30	100.0	22,278	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS*

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	63.3	13,302	59.7
TRAINING FOR BARGAINING UNIT EMPLOYEES	11	36.7	8,976	40.3
TOTAL	30	100.0	22,278	100.0

* For explanation see number 12 in the Definitions at page viii.

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB) *

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	90.0	20,318	91.2
SEVERANCE PAY PLAN	3	10.0	1,960	8.8
TOTAL	30	100.0	22,278	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	22,278	100.0
TOTAL	30	100.0	22,278	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	86.7	18,826	84.5
PROVISION EXISTS	4	13.3	3,452	15.5
TOTAL	30	100.0	22,278	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	76.7	19,818	89.0
PROVISION EXISTS	7	23.3	2,460	11.0
TOTAL	30	100.0	22,278	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	76.7	16,163	72.6
PROVISION EXISTS	7	23.3	6,115	27.4
TOTAL	30	100.0	22,278	100.0

* For explanation see number 13 in the Definitions at page viii.

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	80.0	18,321	82.2
1 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	3.3	125	.6
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	3.3	335	1.5
NOT SPECIFIED	4	13.3	3,497	15.7
TOTAL	30	100.0	22,278	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	21,031	94.4
PROVISION EXISTS	2	6.7	1,247	5.6
TOTAL	30	100.0	22,278	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	76.7	12,746	57.2
PROVISION EXISTS	7	23.3	9,532	42.8
TOTAL	30	100.0	22,278	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	22,278	100.0
TOTAL	30	100.0	22,278	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	22,278	100.0
TOTAL	30	100.0	22,278	100.0

TABLE 122

TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	22,278	100.0
TOTAL	30	100.0	22,278	100.0

TABLE 123

TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	22,278	100.0
TOTAL	30	100.0	22,278	100.0

TABLE 124

TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	93.3	21,346	95.8
PROVISION EXISTS	2	6.7	932	4.2
TOTAL	30	100.0	22,278	100.0

TABLE 125

TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	96.7	21,528	96.6
PROVISION EXISTS	1	3.3	750	3.4
TOTAL	30	100.0	22,278	100.0

TABLE 126

TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	90.0	16,600	74.5
PROVISION EXISTS	3	10.0	5,678	25.5
TOTAL	30	100.0	22,278	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	100.0	22,278	100.0
TOTAL	30	100.0	22,278	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	96.7	22,130	99.3
30 CALENDAR DAYS	1	3.3	148	.7
TOTAL	30	100.0	22,278	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	70.0	15,197	68.2
FORMAL JOB EVALUATION PLAN	1	3.3	450	2.0
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	4	13.3	4,102	18.4
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	4	13.3	2,529	11.4
TOTAL	30	100.0	22,278	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	86.7	17,140	76.9
PROVISION EXISTS	4	13.3	5,138	23.1
TOTAL	30	100.0	22,278	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	96.7	21,943	98.5
PROVISION FOR EQUAL PAY FOR EQUAL WORK	1	3.3	335	1.5
TOTAL	30	100.0	22,278	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	90.0	20,933	94.0
AUTOMATIC QUARTERLY ADJUSTMENTS	2	6.7	1,150	5.2
ONE ADJUSTMENT DURING TERM OF AGREEMENT	1	3.3	195	.9
TOTAL	30	100.0	22,278	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	90.0	20,933	94.0
1 CENTS PER HOUR ADJUSTMENT FOR .4 POINT CHANGE IN THE C.P.I.	1	3.3	900	4.0
CENTS PER HOUR ADJUSTMENTS CAN NOT BE EASILY TABULATED	1	3.3	250	1.1
10 CENTS PER HOUR ADJUSTMENT FOR 1.0 PERCENTAGE CHANGE IN THE C.P.I.	1	3.3	195	.9
TOTAL	30	100.0	22,278	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	76.7	10,320	46.3
CONTINUOUS SERVICE BONUS ONLY	7	23.3	11,958	53.7
TOTAL	30	100.0	22,278	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	40.0	8,156	36.6
33.3 PER CENT	1	3.3	597	2.7
50.0 PER CENT	5	16.7	1,772	8.0
60.0 PER CENT	1	3.3	108	.5
70.0 PER CENT	1	3.3	420	1.9
75.0 PER CENT	6	20.0	8,909	40.0
100.0 PER CENT	2	6.7	546	2.5
NOT SPECIFIED	2	6.7	1,770	7.9
TOTAL	30	100.0	22,278	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	43.3	11,672	52.4
DENTAL CARE PLAN ONLY	10	33.3	8,004	35.9
DENTAL CARE PLAN AND VISION CARE PLAN	4	13.3	1,055	4.7
COMBINATION OF THREE PLANS	3	10.0	1,547	6.9
TOTAL	30	100.0	22,278	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS*

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	76.7	18,693	83.9
PROVISION EXISTS	7	23.3	3,585	16.1
TOTAL	30	100.0	22,278	100.0

* For explanation see number 14 in the Definitions at page viii.

TABLE 138

EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	40.0	6,932	31.1
50.0 PER CENT	5	16.7	5,490	24.6
60.0 PER CENT	1	3.3	108	.5
75.0 PER CENT	5	16.7	1,805	8.1
100.0 PER CENT	1	3.3	125	.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.3	1,391	6.2
FLAT SUM PAYMENT	1	3.3	3,032	13.6
NOT SPECIFIED	4	13.3	3,395	15.2
TOTAL	30	100.0	22,278	100.0

TABLE 139

AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	40.0	6,932	31.1
15,000 DOLLARS	2	6.7	285	1.3
20,000 DOLLARS	1	3.3	195	.9
23,000 DOLLARS	2	6.7	1,150	5.2
25,000 DOLLARS	2	6.7	408	1.8
27,500 DOLLARS	1	3.3	147	.7
VARIES WITH INCOME OR JOB CLASSIFICATION	2	6.7	1,835	8.2
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	3.3	650	2.9
NOT SPECIFIED	7	23.3	10,676	47.9
TOTAL	30	100.0	22,278	100.0

TABLE 140

EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	73.3	20,093	90.2
50.0 PER CENT	1	3.3	147	.7
60.0 PER CENT	1	3.3	108	.5
75.0 PER CENT	5	16.7	1,805	8.1
NOT SPECIFIED	1	3.3	125	.6
TOTAL	30	100.0	22,278	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	73.3	20,093	90.2
15,000 DOLLARS	2	6.7	285	1.3
20,000 DOLLARS	1	3.3	195	.9
23,000 DOLLARS	2	6.7	1,150	5.2
25,000 DOLLARS	1	3.3	108	.5
27,500 DOLLARS	1	3.3	147	.7
50,000 DOLLARS	1	3.3	300	1.3
TOTAL	30	100.0	22,278	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	40.0	7,794	35.0
50.0 PER CENT	1	3.3	147	.7
60.0 PER CENT	1	3.3	108	.5
75.0 PER CENT	9	30.0	4,788	21.5
NOT SPECIFIED	7	23.3	9,441	42.4
TOTAL	30	100.0	22,278	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	40.0	7,794	35.0
$260.00 PER WEEK	3	10.0	603	2.7
$375.00 PER WEEK	1	3.3	147	.7
EXPRESSED AS PERCENT OF WAGES	5	16.7	2,306	10.4
VARIES WITH INCOME OR JOB CLASSIFICATION	5	16.7	7,578	34.0
VARIES WITH SEX OR WITH SEX AND INCOME	1	3.3	3,032	13.6
NOT SPECIFIED	2	6.7	568	2.5
OTHER	1	3.3	250	1.1
TOTAL	30	100.0	22,278	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	40.0	7,794	35.0
15 WEEKS	1	3.3	125	.6
16 WEEKS	1	3.3	147	.7
26 WEEKS	2	6.7	1,150	5.2
52 WEEKS	6	20.0	5,997	26.9
VARIES WITH LENGTH OF SERVICE	4	13.3	5,867	26.3
NOT SPECIFIED	4	13.3	1,198	5.4
TOTAL	30	100.0	22,278	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	66.7	18,422	82.7
PROVISION EXISTS	10	33.3	3,856	17.3
TOTAL	30	100.0	22,278	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	73.3	17,882	80.3
75.0 PER CENT	2	6.7	308	1.4
100.0 PER CENT	1	3.3	421	1.9
NOT SPECIFIED	5	16.7	3,667	16.5
TOTAL	30	100.0	22,278	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	70.0	18,185	81.6
CONTRIBUTORY	6	20.0	2,345	10.5
NOT SPECIFIED	3	10.0	1,748	7.8
TOTAL	30	100.0	22,278	100.0

SECTION VI

TRADE

(Includes all wholesale and retail outlets)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1985	3	12.5	529	3.4
JANUARY	1	4.2	122	.8
SEPTEMBER	1	4.2	307	2.0
OCTOBER	1	4.2	100	.6
1986	15	62.5	14,020	90.7
APRIL	3	12.5	827	5.3
MAY	2	8.3	2,400	15.5
JUNE	1	4.2	2,100	13.6
JULY	2	8.3	4,197	27.1
AUGUST	2	8.3	1,188	7.7
SEPTEMBER	1	4.2	322	2.1
OCTOBER	3	12.5	2,366	15.3
NOVEMBER	1	4.2	620	4.0
1987 AND LATER	6	25.0	911	5.9
FEBRUARY	2	8.3	415	2.7
MARCH	4	16.7	496	3.2
TOTAL	24	100.0	15,460	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION *

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	2	8.3	264	1.7
CENSUS DIVISION NO. 1	2	8.3	264	1.7
LETHBRIDGE	2	8.3	351	2.3
CENSUS DIVISION NO. 2	1	4.2	251	1.6
MULTIPLE CENSUS DIVISIONS	1	4.2	100	.6
CALGARY / DRUMHELLER	6	25.0	4,894	31.7
CENSUS DIVISION NO. 6	6	25.0	4,894	31.7
EDMONTON / LLOYDMIN.	7	29.2	5,963	38.6
CENSUS DIVISION NO. 11	7	29.2	5,963	38.6
INTER-REGIONAL	5	20.8	1,288	8.3
PROVINCE WIDE	2	8.3	2,700	17.5
TOTAL	24	100.0	15,460	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE **

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	2	8.3	264	1.7
MEDICINE HAT	2	8.3	264	1.7
LETHBRIDGE	2	8.3	351	2.3
LETHBRIDGE	1	4.2	251	1.6
REMAINDER	1	4.2	100	.6
CALGARY / DRUMHELLER	6	25.0	4,894	31.7
CALGARY	6	25.0	4,894	31.7
EDMONTON / LLOYDMIN.	7	29.2	5,963	38.6
EDMONTON	7	29.2	5,963	38.6
TWO OR MORE REGIONS	5	20.8	1,288	8.3
PROVINCE WIDE	2	8.3	2,700	17.5
TOTAL	24	100.0	15,460	100.0

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
A. U. P. E.	1	4.2	2,100	13.6
EMPLOYEES ASSOCIATION	2	8.3	2,900	18.8
MACHINISTS	1	4.2	112	.7
RETAIL WHOLESALE UNION	3	12.5	365	2.4
TEAMSTERS	2	8.3	221	1.4
UNITED FOOD & COMM. WORKERS	15	62.5	9,762	63.1
TOTAL	24	100.0	15,460	100.0

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* For explanation see number 1 in the Definitions at page viii.
** For explanation see number 2 in the Definitions at page viii.

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LESS THAN ONE YEAR	1	4.2	2,100	13.6
ONE YEAR	2	8.3	700	4.5
BETWEEN ONE AND TWO YEARS	1	4.2	307	2.0
TWO YEARS	18	75.0	12,088	78.2
BETWEEN TWO AND THREE YEARS	2	8.3	265	1.7
TOTAL	24	100.0	15,460	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	11	45.8	1,312	8.5
200 - 499 EMPLOYEES	6	25.0	1,875	12.1
500 - 999 EMPLOYEES	3	12.5	2,120	13.7
1,000 OR MORE EMPLOYEES	4	16.7	10,153	65.7
TOTAL	24	100.0	15,460	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED*

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	20	83.3	12,897	83.4
NON-OFFICE AND OFFICE EMPLOYEES	4	16.7	2,563	16.6
TOTAL	24	100.0	15,460	100.0

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	12.5	2,521	16.3
UNION MEMBERSHIP	15	62.5	9,373	60.6
RACE, RELIGION, UNION MEMBERSHIP, SEX, AGE	2	8.3	427	2.8
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	4	16.7	3,139	20.3
TOTAL	24	100.0	15,460	100.0

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* For explanation see number 3 in the Definitions at page viii.

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	12.5	387	2.5
ENUMERATED LIST OF MANAGEMENT RIGHTS	2	8.3	227	1.5
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	1	4.2	2,100	13.6
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	18	75.0	12,746	82.4
TOTAL	24	100.0	15,460	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS *

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
CLOSED SHOP	2	8.3	265	1.7
UNION SHOP	18	75.0	10,200	66.0
MODIFIED UNION SHOP	4	16.7	4,995	32.3
TOTAL	24	100.0	15,460	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
DUES CHECK-OFF ONLY	1	4.2	2,100	13.6
DUES AND INITIATION FEES	9	37.5	3,209	20.8
DUES AND ASSESSMENTS	3	12.5	2,565	16.6
DUES, INITIATION FEES AND ASSESSMENTS	10	41.7	7,471	48.3
DUES, INITIATION FEES, ASSESSMENTS AND FINES	1	4.2	115	.7
TOTAL	24	100.0	15,460	100.0

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* For explanation see number 4 in the Definitions at page viii.

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	13	54.2	11,936	77.2
COMPULSORY FOR NEW EMPLOYEES	8	33.3	3,153	20.4
VOLUNTARY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	2	8.3	236	1.5
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	1	4.2	135	.9
TOTAL	24	100.0	15,460	100.0

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
30 CALENDAR DAYS	12	50.0	8,267	53.5
45 CALENDAR DAYS	1	4.2	115	.7
90 CALENDAR DAYS	2	8.3	2,406	15.6
180 CALENDAR DAYS	1	4.2	600	3.9
30 WORKING DAYS/SHIFTS	1	4.2	307	2.0
60 WORKING DAYS/SHIFTS	1	4.2	112	.7
90 WORKING DAYS/SHIFTS	3	12.5	365	2.4
3 MONTHS	1	4.2	288	1.9
VARIES BY OCCUPATION OR CLASSIFICATION	1	4.2	2,100	13.6
DEPENDS ON RELATED EXPERIENCE OR QUALIFICATIONS	1	4.2	900	5.8
TOTAL	24	100.0	15,460	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.3	732	4.7
COMPANY	7	29.2	3,274	21.2
PLANT	3	12.5	865	5.6
DEPARTMENT	3	12.5	2,531	16.4
JOB OR OCCUPATIONAL CLASSIFICATION	1	4.2	288	1.9
COMBINATION OF COMPANY AND PLANT	1	4.2	322	2.1
COMBINATION OF PLANT AND DEPARTMENT	1	4.2	900	5.8
NOT SPECIFIED	6	25.0	6,548	42.4
TOTAL	24	100.0	15,460	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.3	206	1.3
3 MONTHS	1	4.2	125	.8
6 MONTHS	16	66.7	14,537	94.0
9 MONTHS	1	4.2	115	.7
12 MONTHS	3	12.5	365	2.4
PERIOD RELATED TO LENGTH OF SERVICE, MAXIMUM	1	4.2	112	.7
TOTAL	24	100.0	15,460	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	37.5	8,066	52.2
5 CALENDAR DAYS	1	4.2	115	.7
7 CALENDAR DAYS	1	4.2	307	2.0
3 WORKING DAYS/SHIFTS	1	4.2	112	.7
20 WORKING DAYS/SHIFTS	1	4.2	2,100	13.6
VARIES WITH LENGTH OF SERVICE	11	45.8	4,760	30.8
TOTAL	24	100.0	15,460	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	50.0	8,113	52.5
5 DAYS PAY	1	4.2	115	.7
20 DAYS PAY	1	4.2	2,100	13.6
VARIES WITH LENGTH OF SERVICE	10	41.7	5,132	33.2
TOTAL	24	100.0	15,460	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	37.5	4,298	27.8
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	15	62.5	11,162	72.2
TOTAL	24	100.0	15,460	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	58.3	9,445	61.1
36 HOURS	1	4.2	112	.7
3 CALENDAR DAYS	1	4.2	125	.8
7 CALENDAR DAYS	4	16.7	678	4.4
10 CALENDAR DAYS	1	4.2	2,100	13.6
3 WORKING DAYS/SHIFTS	1	4.2	600	3.9
5 WORKING DAYS/SHIFTS	1	4.2	100	.6
NOT SPECIFIED	1	4.2	2,300	14.9
TOTAL	24	100.0	15,460	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	41.7	7,838	50.7
SOLE FACTOR	2	8.3	707	4.6
PRIMARY FACTOR	7	29.2	2,071	13.4
SECONDARY FACTOR	3	12.5	2,537	16.4
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	2	8.3	2,307	14.9
TOTAL	24	100.0	15,460	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	41.7	4,453	28.8
SOLE FACTOR	1	4.2	3,753	24.3
PRIMARY FACTOR	6	25.0	1,509	9.8
SECONDARY FACTOR	1	4.2	2,300	14.9
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	6	25.0	3,445	22.3
TOTAL	24	100.0	15,460	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SOLE FACTOR	5	20.8	3,865	25.0
PRIMARY FACTOR	16	66.7	11,206	72.5
SECONDARY FACTOR	3	12.5	389	2.5
TOTAL	24	100.0	15,460	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.2	125	.8
EMPLOYEE ONLY	1	4.2	2,100	13.6
UNION REPRESENTATIVE ONLY	2	8.3	610	3.9
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	12	50.0	7,458	48.2
UNION ONLY	1	4.2	130	.8
EMPLOYEE OR UNION REPRESENTATIVE	3	12.5	2,373	15.3
GRIEVANCE COMMITTEE ONLY	1	4.2	2,300	14.9
CHOICE BETWEEN SEVERAL PROCEDURES	1	4.2	164	1.1
OTHER	2	8.3	200	1.3
TOTAL	24	100.0	15,460	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	75.0	11,548	74.7
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	3	12.5	2,812	18.2
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	1	4.2	900	5.8
NUMBER OF STEPS AND DURATION OF DELAYS BETWEEN STEPS IS REDUCED	1	4.2	100	.6
OTHER	1	4.2	100	.6
TOTAL	24	100.0	15,460	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.2	900	5.8
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	4	16.7	957	6.2
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	12	50.0	7,734	50.0
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	7	29.2	5,869	38.0
TOTAL	24	100.0	15,460	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIVE DAYS A WEEK	21	87.5	14,153	91.5
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	1	4.2	100	.6
WORK DAYS VARY FOR DIFFERENT SEASONS OR OTHER PERIODS	1	4.2	307	2.0
WORK DAYS NOT SPECIFIED OR CANNOT BE DETERMINED	1	4.2	900	5.8
TOTAL	24	100.0	15,460	100.0

TABLE 27 STANDARD DAILY HOURS *

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
8 HOURS	10	41.7	2,030	13.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	8	33.3	9,408	60.9
VARIES FOR DIFFERENT SEASONS	5	20.8	3,122	20.2
NOT SPECIFIED	1	4.2	900	5.8
TOTAL	24	100.0	15,460	100.0

* For explanation see number 5 in the Definitions at page viii.

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
37 HOURS	8	33.3	4,745	30.7
38 HOURS	2	8.3	3,878	25.1
40 HOURS	11	45.8	2,130	13.8
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	12.5	4,707	30.4
TOTAL	24	100.0	15,460	100.0

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	15,460	100.0
TOTAL	24	100.0	15,460	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	75.0	10,241	66.2
PROVISION FOR FLEX-TIME	1	4.2	103	.7
PROVISION FOR COMPRESSED WORK-WEEK	4	16.7	3,016	19.5
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	1	4.2	2,100	13.6
TOTAL	24	100.0	15,460	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
TIME AND ONE-HALF	5	20.8	3,222	20.8
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	12	50.0	9,415	60.9
DOUBLE TIME AFTER 3 HOURS	2	8.3	231	1.5
DOUBLE TIME AFTER 4 HOURS	1	4.2	112	.7
DOUBLE TIME	1	4.2	135	.9
1.50 TIME OFF OR PAY AT 1.50 TIME	1	4.2	115	.7
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 2 HOURS	1	4.2	2,100	13.6
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	4.2	130	.8
TOTAL	24	100.0	15,460	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	12.5	4,515	29.2
TIME AND ONE-HALF	9	37.5	2,976	19.2
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	8	33.3	7,486	48.4
DOUBLE TIME AFTER 3 HOURS	1	4.2	106	.7
DOUBLE TIME AFTER 4 HOURS	1	4.2	112	.7
DOUBLE TIME	1	4.2	135	.9
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	4.2	130	.8
TOTAL	24	100.0	15,460	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	83.3	14,397	93.1
TIME AND ONE-HALF	3	12.5	951	6.2
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 8 HOURS	1	4.2	112	.7
TOTAL	24	100.0	15,460	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	29.2	4,179	27.0
TIME AND ONE-HALF	2	8.3	730	4.7
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 8 HOURS	1	4.2	112	.7
DOUBLE TIME	11	45.8	4,551	29.4
DOUBLE TIME AND ONE-HALF	1	4.2	135	.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	4.2	3,753	24.3
OTHER	1	4.2	2,000	12.9
TOTAL	24	100.0	15,460	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED) *

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	66.7	12,400	80.2
TIME AND ONE-HALF	2	8.3	222	1.4
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 3 HOURS	1	4.2	106	.7
DOUBLE TIME	4	16.7	2,617	16.9
1.50 TIME OFF OR PAY AT 1.50 TIME	1	4.2	115	.7
TOTAL	24	100.0	15,460	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	70.8	12,334	79.8
DOUBLE TIME	5	20.8	2,723	17.6
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	4.2	115	.7
OTHER	1	4.2	288	1.9
TOTAL	24	100.0	15,460	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	70.8	10,027	64.9
$ 3.00 PER MEAL PAID AFTER				
4 HOURS OF OVERTIME	1	4.2	2,300	14.9
UNSPECIFIED HOURS	1	4.2	100	.6
$ 6.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	4.2	115	.7
MEALS FURNISHED BY EMPLOYER AFTER				
2 HOURS OF OVERTIME	1	4.2	112	.7
4 HOURS OF OVERTIME	1	4.2	600	3.9
UNSPECIFIED HOURS	1	4.2	106	.7
NOT SPECIFIED	1	4.2	2,100	13.6
TOTAL	24	100.0	15,460	100.0

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* For explanation see number 6 in the Definitions at page viii.

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	41.7	6,982	45.2
PROVISION EXISTS	14	58.3	8,478	54.8
TOTAL	24	100.0	15,460	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	15,460	100.0
TOTAL	24	100.0	15,460	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	54.2	4,856	31.4
AMOUNT PER HOUR				
$1.00	5	20.8	7,660	49.5
TIME RATE PAYMENT				
DOUBLE TIME	4	16.7	2,515	16.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	4.2	307	2.0
OTHER	1	4.2	122	.8
TOTAL	24	100.0	15,460	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.2	115	.7
AMOUNT PER HOUR				
$.40	3	12.5	322	2.1
$.50	2	8.3	2,206	14.3
$.55	3	12.5	390	2.5
$.75	9	37.5	6,820	44.1
$.78	1	4.2	112	.7
$.90	1	4.2	2,300	14.9
$1.00	1	4.2	600	3.9
$7.50	2	8.3	2,288	14.8
NOT SPECIFIED	1	4.2	307	2.0
TOTAL	24	100.0	15,460	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	16.7	933	6.0
AMOUNT PER HOUR				
$.30	1	4.2	122	.8
$.40	2	8.3	200	1.3
$.50	1	4.2	2,100	13.6
$.55	3	12.5	390	2.5
$.75	9	37.5	6,820	44.1
$.90	1	4.2	2,300	14.9
$7.50	2	8.3	2,288	14.8
NOT SPECIFIED	1	4.2	307	2.0
TOTAL	24	100.0	15,460	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	95.8	15,153	98.0
AMOUNT PER HOUR				
$.20	1	4.2	307	2.0
TOTAL	24	100.0	15,460	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	15,460	100.0
TOTAL	24	100.0	15,460	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	15,460	100.0
TOTAL	24	100.0	15,460	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	95.8	15,335	99.2
AMOUNT PER HOUR $.60	1	4.2	125	.8
TOTAL	24	100.0	15,460	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	91.7	14,748	95.4
PROVISION EXISTS	2	8.3	712	4.6
TOTAL	24	100.0	15,460	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	20.8	5,422	35.1
4.0 HOURS OF WORK OR PAY	17	70.8	9,773	63.2
8.0 HOURS OF WORK OR PAY	2	8.3	265	1.7
TOTAL	24	100.0	15,460	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	70.8	12,014	77.7
MINIMUM OF 2.0 HOURS AT TIME AND ONE-HALF	1	4.2	600	3.9
MINIMUM OF 4.0 HOURS AT				
STRAIGHT TIME	1	4.2	263	1.7
TIME AND ONE-HALF	1	4.2	112	.7
DOUBLE TIME	1	4.2	130	.8
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	4.2	106	.7
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	1	4.2	2,100	13.6
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	1	4.2	135	.9
TOTAL	24	100.0	15,460	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	87.5	12,718	82.3
WEEKLY WORK OR WAGE GUARANTEE	1	4.2	2,300	14.9
WEEKLY GUARANTEE, LIMITED TO SPECIFIED NUMBER OF EMPL. OR OCCUPATIONAL GROUPS	1	4.2	135	.9
OTHER	1	4.2	307	2.0
TOTAL	24	100.0	15,460	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	79.2	14,864	96.1
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	4	16.7	496	3.2
EMPLOYEE RETAINS HIS RATE ONLY FOR A SPECIFED PERIOD	1	4.2	100	.6
TOTAL	24	100.0	15,460	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	16.7	1,727	11.2
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	16	66.7	7,214	46.7
EMPLOYEE PAID HIGHER RATE FROM START OF TRANSFER OR AFTER A PERIOD OF TIME	4	16.7	6,519	42.2
TOTAL	24	100.0	15,460	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
2 PERIODS, 10 MINUTES EACH	2	8.3	712	4.6
2 PERIODS, 15 MINUTES EACH	19	79.2	14,358	92.9
2 PERIODS, DURATION NOT SPECIFIED	3	12.5	390	2.5
TOTAL	24	100.0	15,460	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	15,460	100.0
TOTAL	24	100.0	15,460	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1 FULL HOLIDAY	1	4.2	112	.7
9 FULL HOLIDAYS	1	4.2	2,300	14.9
10 FULL HOLIDAYS	10	41.7	2,186	14.1
11 FULL HOLIDAYS	9	37.5	8,497	55.0
12 FULL HOLIDAYS	3	12.5	2,365	15.3
TOTAL	24	100.0	15,460	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	15,460	100.0
TOTAL	24	100.0	15,460	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	58.3	11,836	76.6
30 CALENDAR DAYS	4	16.7	841	5.4
4 WEEKS	2	8.3	354	2.3
5 WEEKS	1	4.2	164	1.1
5 MONTHS	1	4.2	2,000	12.9
OTHER	2	8.3	265	1.7
TOTAL	24	100.0	15,460	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	16.7	2,622	17.0
DAY BEFORE AND AFTER HOLIDAY	20	83.3	12,838	83.0
TOTAL	24	100.0	15,460	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	15,460	100.0
TOTAL	24	100.0	15,460	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	83.3	14,523	93.9
FOLLOWING MONDAY OFF WITH PAY	1	4.2	112	.7
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	1	4.2	125	.8
ANOTHER DAY OFF WITH PAY	1	4.2	600	3.9
ACCORDING TO GOVERNMENT REGULATIONS	1	4.2	100	.6
TOTAL	24	100.0	15,460	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	29.2	5,209	33.7
FOLLOWING MONDAY OFF WITH PAY	14	58.3	9,426	61.0
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	1	4.2	125	.8
ANOTHER DAY OFF WITH PAY	1	4.2	600	3.9
ACCORDING TO GOVERNMENT REGULATIONS	1	4.2	100	.6
TOTAL	24	100.0	15,460	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.2	106	.7
EXTRA DAYS VACATION WITH PAY	14	58.3	8,187	53.0
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	9	37.5	7,167	46.4
TOTAL	24	100.0	15,460	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	70.8	12,649	81.8
EXTRA DAY OFF WITH PAY	1	4.2	100	.6
EXTRA DAY OFF OR EXTRA DAYS PAY	6	25.0	2,711	17.5
TOTAL	24	100.0	15,460	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.2	620	4.0
TIME AND ONE-HALF PLUS HOLIDAY PAY	7	29.2	1,466	9.5
DOUBLE TIME PLUS HOLIDAY PAY	14	58.3	11,168	72.2
DAY AND ONE-HALF OFF WITH PAY OR EXTRA DAY AND ONE-HALF PAY PLUS HOLIDAY PAY	1	4.2	2,100	13.6
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	1	4.2	106	.7
TOTAL	24	100.0	15,460	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.3	218	1.4
SIX MONTHS BUT LESS THAN ONE YEAR	1	4.2	2,100	13.6
1 YEAR	21	87.5	13,142	85.0
TOTAL	24	100.0	15,460	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1 YEAR	2	8.3	2,206	14.3
2 YEARS	2	8.3	700	4.5
3 YEARS	16	66.7	12,111	78.3
4 YEARS	1	4.2	115	.7
5 YEARS	3	12.5	328	2.1
TOTAL	24	100.0	15,460	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.2	112	.7
8 YEARS	20	83.3	15,030	97.2
9 YEARS	2	8.3	203	1.3
10 YEARS	1	4.2	115	.7
TOTAL	24	100.0	15,460	100.0

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.2	112	.7
13 YEARS	13	54.2	9,543	61.7
14 YEARS	1	4.2	2,300	14.9
15 YEARS	2	8.3	265	1.7
16 YEARS	2	8.3	222	1.4
18 YEARS	3	12.5	2,303	14.9
20 YEARS	2	8.3	715	4.6
TOTAL	24	100.0	15,460	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 69 **LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION***

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	29.2	4,049	26.2
18 YEARS	12	50.0	8,643	55.9
20 YEARS	4	16.7	2,665	17.2
24 YEARS	1	4.2	103	.7
TOTAL	24	100.0	15,460	100.0

TABLE 70 **MAXIMUM PAID VACATION***

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
THREE WEEKS	1	4.2	112	.7
FIVE WEEKS	5	20.8	3,037	19.6
SIX WEEKS	3	12.5	334	2.2
SEVEN WEEKS	15	62.5	11,977	77.5
TOTAL	24	100.0	15,460	100.0

TABLE 71 **PAY IN LIEU OF VACATIONS**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	91.7	15,016	97.1
PROVISION EXISTS	2	8.3	444	2.9
TOTAL	24	100.0	15,460	100.0

TABLE 72 **PAID SICK LEAVE (CASUAL ILLNESS) ****

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	12.5	1,807	11.7
CASUAL ILLNESS LEAVE	20	83.3	11,553	74.7
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	1	4.2	2,100	13.6
TOTAL	24	100.0	15,460	100.0

* For explanation see number 7 in the Definitions at page viii.

** For explanation see number 8 in the Definitions at page viii.

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE*

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	41.7	6,790	43.9
30 CALENDAR DAYS	3	12.5	2,267	14.7
45 CALENDAR DAYS	1	4.2	115	.7
3 MONTHS	10	41.7	6,288	40.7
TOTAL	24	100.0	15,460	100.0

TABLE 74 AMOUNT OF PAID SICK LEAVE*

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	16.7	1,913	12.4
6 DAYS	8	33.3	5,596	36.2
10 DAYS	1	4.2	115	.7
12 DAYS	4	16.7	477	3.1
85 DAYS	1	4.2	2,100	13.6
VARIES WITH LENGTH OF SERVICE	3	12.5	2,844	18.4
OTHER	3	12.5	2,415	15.6
TOTAL	24	100.0	15,460	100.0

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE*

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	16.7	1,913	12.4
UNDER 60 DAYS	15	62.5	6,732	43.5
60 - 89 DAYS	1	4.2	2,100	13.6
NO LIMIT SPECIFIED	1	4.2	2,300	14.9
OTHER	3	12.5	2,415	15.6
TOTAL	24	100.0	15,460	100.0

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* For explanation see number 8 in the Definitions at page viii.

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	70.8	9,916	64.1
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
50.0 PER CENT	1	4.2	2,300	14.9
100.0 PER CENT	5	20.8	3,122	20.2
PER CENT NOT SPECIFIED	1	4.2	122	.8
TOTAL	24	100.0	15,460	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	75.0	10,038	64.9
10 DAYS	1	4.2	2,300	14.9
28 DAYS	2	8.3	707	4.6
OTHER	3	12.5	2,415	15.6
TOTAL	24	100.0	15,460	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	50.0	4,830	31.2
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
50.0 PER CENT	1	4.2	2,300	14.9
100.0 PER CENT	10	41.7	8,208	53.1
PER CENT NOT SPECIFIED	1	4.2	122	.8
TOTAL	24	100.0	15,460	100.0

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* For explanation see number 8 in the Definitions at page viii.

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	58.3	5,240	33.9
10 DAYS	1	4.2	2,300	14.9
20 DAYS	1	4.2	322	2.1
26 DAYS	1	4.2	103	.7
28 DAYS	4	16.7	5,080	32.9
OTHER	3	12.5	2,415	15.6
TOTAL	24	100.0	15,460	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	91.7	15,016	97.1
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 100.0 PER CENT	1	4.2	322	2.1
PER CENT NOT SPECIFIED	1	4.2	122	.8
TOTAL	24	100.0	15,460	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	95.8	15,138	97.9
20 DAYS	1	4.2	322	2.1
TOTAL	24	100.0	15,460	100.0

TABLE 82 INJURY PAY PROVISIONS**

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	87.5	13,110	84.8
PROVISION EXISTS	3	12.5	2,350	15.2
TOTAL	24	100.0	15,460	100.0

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* For explanation see number 8 in the Definitions at page viii.

** For explanation see number 9 in the Definitions at page viii.

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	37.5	6,560	42.4
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	4	16.7	2,637	17.1
FULL DIFFERENCE FOR A PERIOD OF TIME AND PART OF DIFFERENCE THEREAFTER	9	37.5	5,969	38.6
FULL DIFFERENCE BETWEEN REGULAR AND COMPENSATION PAY TAKEN FROM SICK LEAVE	1	4.2	130	.8
OTHER	1	4.2	164	1.1
TOTAL	24	100.0	15,460	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	37.5	6,560	42.4
3 MONTHS	11	45.8	6,430	41.6
4 MONTHS	1	4.2	2,100	13.6
6 MONTHS	1	4.2	115	.7
13 MONTHS	1	4.2	125	.8
UNTIL UNUSED SICK LEAVE IS EXHAUSTED	1	4.2	130	.8
TOTAL	24	100.0	15,460	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	12.5	1,022	6.6
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	21	87.5	14,438	93.4
TOTAL	24	100.0	15,460	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
IMMEDIATE FAMILY ONLY				
3.0 DAYS	2	8.3	712	4.6
5.0 DAYS	3	12.5	555	3.6
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	2	8.3	237	1.5
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	4.2	100	.6
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, LEAVE FOR CLOSE OR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	4.2	135	.9
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	4.2	263	1.7
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, LEAVE FOR CLOSE OR OTHER RELATIVES AT EMPLOYERS DISCRETION	2	8.3	573	3.7
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND LEAVE FOR OTHER RELATIVES AT EMPLOYERS DISCRETION	4	16.7	6,817	44.1
1.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	4.2	2,300	14.9
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	4.2	2,100	13.6
3.0 DAYS BASIC LEAVE WITH ADDITIONAL DAYS IF TRAVEL INVOLVED, AT EMPLOYERS DISCRETION	1	4.2	130	.8
NOT SPECIFIED	5	20.8	1,538	9.9
TOTAL	24	100.0	15,460	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	29.2	1,505	9.7
4 MONTHS	1	4.2	251	1.6
12 MONTHS	15	62.5	13,604	88.0
OTHER	1	4.2	100	.6
TOTAL	24	100.0	15,460	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	29.2	1,505	9.7
18 WEEKS	8	33.3	2,607	16.9
24 WEEKS	2	8.3	2,200	14.2
36 WEEKS	5	20.8	6,748	43.6
ACCORDING TO LEGISLATION	1	4.2	100	.6
NOT SPECIFIED	1	4.2	2,300	14.9
TOTAL	24	100.0	15,460	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	58.3	9,323	60.3
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	8	33.3	5,915	38.3
SENIORITY ACCUMULATES DURING ENTIRE MATERNITY LEAVE	1	4.2	100	.6
REFERENCE TO SENIORITY STATUS NOT SPECIFIC OR CANNOT BE DETERMINED	1	4.2	122	.8
TOTAL	24	100.0	15,460	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	29.2	1,505	9.7
MATERNITY LEAVE PLAN EXISTS	17	70.8	13,955	90.3
TOTAL	24	100.0	15,460	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	12.5	840	5.4
PROVISION EXISTS	21	87.5	14,620	94.6
TOTAL	24	100.0	15,460	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	8.3	240	1.6
PROVISION EXISTS	22	91.7	15,220	98.4
TOTAL	24	100.0	15,460	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	66.7	5,929	38.4
PATERNITY	6	25.0	7,331	47.4
MOVING AND FAMILY ILLNESS	1	4.2	2,100	13.6
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	1	4.2	100	.6
TOTAL	24	100.0	15,460	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	95.8	15,153	98.0
LEAVE WITH FULL PAY	1	4.2	307	2.0
TOTAL	24	100.0	15,460	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	70.8	9,983	64.6
GRIEVANCE PAY ONLY	6	25.0	5,342	34.6
GRIEVANCE AND ARBITRATION PAY	1	4.2	135	.9
TOTAL	24	100.0	15,460	100.0

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* For explanation see number 10 in the Definitions at page viii.

TABLE 96 NEGOTIATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	79.2	13,966	90.3
PROVISION EXISTS	5	20.8	1,494	9.7
TOTAL	24	100.0	15,460	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	15,460	100.0
TOTAL	24	100.0	15,460	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	58.3	7,378	47.7
PROVISION EXISTS	10	41.7	8,082	52.3
TOTAL	24	100.0	15,460	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	79.2	12,858	83.2
PROVISION EXISTS	5	20.8	2,602	16.8
TOTAL	24	100.0	15,460	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	58.3	7,261	47.0
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	9	37.5	7,936	51.3
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	1	4.2	263	1.7
TOTAL	24	100.0	15,460	100.0

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* For explanation see number 11 in the Definitions at page viii.

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	91.7	15,195	98.3
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	2	8.3	265	1.7
TOTAL	24	100.0	15,460	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	91.7	15,195	98.3
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	2	8.3	265	1.7
TOTAL	24	100.0	15,460	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	16.7	2,613	16.9
SUPPLIED AT NO COST TO EMPLOYEES	17	70.8	12,022	77.8
SUPPLIED AT SOME COST TO EMPLOYEES	1	4.2	100	.6
EMPLOYER MAKES A MONETARY ALLOWANCE	1	4.2	600	3.9
INITIAL WORK CLOTHING SUPPLIED AT SOME COST, REPLACEMENTS AT NO COST	1	4.2	125	.8
TOTAL	24	100.0	15,460	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	37.5	6,153	39.8
MAINTAINED AT NO COST TO EMPLOYEES	15	62.5	9,307	60.2
TOTAL	24	100.0	15,460	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	66.7	9,726	62.9
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	3	12.5	725	4.7
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	1	4.2	600	3.9
INSURANCE PROVIDED FOR EMPLOYEES TOOLS	4	16.7	4,409	28.5
TOTAL	24	100.0	15,460	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	83.3	14,208	91.9
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	3	12.5	1,127	7.3
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	1	4.2	125	.8
TOTAL	24	100.0	15,460	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	45.8	4,121	26.7
PORTAL TO PORTAL PAY	1	4.2	322	2.1
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	11	45.8	10,573	68.4
PORTAL TO PORTAL PAY AND PAY FOR TRAVEL TIME DEIRECTLY RELATED TO THE JOB	1	4.2	444	2.9
TOTAL	24	100.0	15,460	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	75.0	12,172	78.7
CENTS PER KILOMETER				
12.8 CENTS	1	4.2	322	2.1
16.6 CENTS	4	16.7	2,678	17.3
17.4 CENTS	1	4.2	288	1.9
TOTAL	24	100.0	15,460	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	79.2	12,675	82.0
PROVISION EXISTS	5	20.8	2,785	18.0
TOTAL	24	100.0	15,460	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	15,460	100.0
TOTAL	24	100.0	15,460	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS*

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	62.5	7,851	50.8
TRAINING FOR BARGAINING UNIT EMPLOYEES	9	37.5	7,609	49.2
TOTAL	24	100.0	15,460	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	33.3	1,897	12.3
SEVERANCE PAY PLAN	16	66.7	13,563	87.7
TOTAL	24	100.0	15,460	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	91.7	15,195	98.3
PROVISION EXISTS	2	8.3	265	1.7
TOTAL	24	100.0	15,460	100.0

* For explanation see number 12 in the Definitions at page viii.

** For explanation see number 13 in the Definitions at page viii.

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	79.2	12,305	79.6
PROVISION EXISTS	5	20.8	3,155	20.4
TOTAL	24	100.0	15,460	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	37.5	6,357	41.1
PROVISION EXISTS	15	62.5	9,103	58.9
TOTAL	24	100.0	15,460	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	75.0	8,569	55.4
PROVISION EXISTS	6	25.0	6,891	44.6
TOTAL	24	100.0	15,460	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	58.3	5,440	35.2
2 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	4.2	2,300	14.9
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	9	37.5	7,720	49.9
TOTAL	24	100.0	15,460	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	15,460	100.0
TOTAL	24	100.0	15,460	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	62.5	5,562	36.0
PROVISION EXISTS	9	37.5	9,898	64.0
TOTAL	24	100.0	15,460	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	15,460	100.0
TOTAL	24	100.0	15,460	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	95.8	15,209	98.4
PROVISION EXISTS	1	4.2	251	1.6
TOTAL	24	100.0	15,460	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	15,460	100.0
TOTAL	24	100.0	15,460	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	95.8	13,160	85.1
PROVISION EXISTS	1	4.2	2,300	14.9
TOTAL	24	100.0	15,460	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	83.3	12,784	82.7
PROVISION EXISTS	4	16.7	2,676	17.3
TOTAL	24	100.0	15,460	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	15,460	100.0
TOTAL	24	100.0	15,460	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	50.0	5,225	33.8
PROVISION EXISTS	12	50.0	10,235	66.2
TOTAL	24	100.0	15,460	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	15,460	100.0
TOTAL	24	100.0	15,460	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	15,460	100.0
TOTAL	24	100.0	15,460	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	79.2	12,670	82.0
FORMAL JOB EVALUATION PLAN	1	4.2	100	.6
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	4	16.7	2,690	17.4
TOTAL	24	100.0	15,460	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	95.8	15,335	99.2
PROVISION EXISTS	1	4.2	125	.8
TOTAL	24	100.0	15,460	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	58.3	7,615	49.3
PROVISION FOR EQUAL PAY FOR EQUAL WORK	10	41.7	7,845	50.7
TOTAL	24	100.0	15,460	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	91.7	15,195	98.3
AUTOMATIC ANNUAL ADJUSTMENTS	1	4.2	135	.9
ONE ADJUSTMENT DURING TERM OF AGREEMENT	1	4.2	130	.8
TOTAL	24	100.0	15,460	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	91.7	15,195	98.3
1 CENTS PER HOUR ADJUSTMENT FOR .3 POINT CHANGE IN THE C.P.I.	2	8.3	265	1.7
TOTAL	24	100.0	15,460	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	100.0	15,460	100.0
TOTAL	24	100.0	15,460	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	16.7	1,243	8.0
50.0 PER CENT	4	16.7	2,925	18.9
70.0 PER CENT	1	4.2	103	.7
75.0 PER CENT	1	4.2	112	.7
100.0 PER CENT	11	45.8	8,370	54.1
NOT SPECIFIED	3	12.5	2,707	17.5
TOTAL	24	100.0	15,460	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
PRESCRIPTION DRUG PLAN ONLY	1	4.2	125	.8
DENTAL CARE PLAN ONLY	19	79.2	12,340	79.8
DENTAL CARE PLAN AND VISION CARE PLAN	2	8.3	2,263	14.6
COMBINATION OF THREE PLANS	2	8.3	732	4.7
TOTAL	24	100.0	15,460	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS*

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	79.2	12,782	82.7
PROVISION EXISTS	5	20.8	2,678	17.3
TOTAL	24	100.0	15,460	100.0

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* For explanation see number 14 in the Definitions at page viii.

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.2	900	5.8
50.0 PER CENT	2	8.3	2,200	14.2
55.0 PER CENT	1	4.2	115	.7
70.0 PER CENT	1	4.2	103	.7
75.0 PER CENT	1	4.2	112	.7
100.0 PER CENT	13	54.2	8,773	56.7
NOT SPECIFIED	5	20.8	3,257	21.1
TOTAL	24	100.0	15,460	100.0

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	4.2	900	5.8
20,000 DOLLARS	1	4.2	115	.7
28,000 DOLLARS	2	8.3	265	1.7
VARIES WITH INCOME OR JOB CLASSIFICATION	2	8.3	2,225	14.4
NOT SPECIFIED	18	75.0	11,955	77.3
TOTAL	24	100.0	15,460	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	75.0	12,268	79.4
50.0 PER CENT	1	4.2	2,100	13.6
55.0 PER CENT	1	4.2	115	.7
75.0 PER CENT	1	4.2	112	.7
100.0 PER CENT	3	12.5	865	5.6
TOTAL	24	100.0	15,460	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	75.0	12,268	79.4
20,000 DOLLARS	1	4.2	115	.7
28,000 DOLLARS	2	8.3	265	1.7
VARIES WITH INCOME OR JOB CLASSIFICATION	1	4.2	2,100	13.6
NOT SPECIFIED	2	8.3	712	4.6
TOTAL	24	100.0	15,460	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	20.8	5,713	37.0
50.0 PER CENT	1	4.2	100	.6
55.0 PER CENT	1	4.2	115	.7
75.0 PER CENT	1	4.2	112	.7
100.0 PER CENT	13	54.2	6,720	43.5
FLAT SUM PAYMENT	1	4.2	2,000	12.9
NOT SPECIFIED	2	8.3	700	4.5
TOTAL	24	100.0	15,460	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	25.0	5,813	37.6
EXPRESSED AS PERCENT OF WAGES	13	54.2	4,960	32.1
VARIES WITH SEX OR WITH SEX AND INCOME	1	4.2	600	3.9
NOT SPECIFIED	4	16.7	4,087	26.4
TOTAL	24	100.0	15,460	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	29.2	5,925	38.3
13 WEEKS	2	8.3	2,115	13.7
15 WEEKS	1	4.2	125	.8
26 WEEKS	4	16.7	875	5.7
VARIES WITH LENGTH OF SERVICE	1	4.2	600	3.9
NOT SPECIFIED	9	37.5	5,820	37.6
TOTAL	24	100.0	15,460	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	37.5	4,175	27.0
PROVISION EXISTS	15	62.5	11,285	73.0
TOTAL	24	100.0	15,460	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	83.3	10,846	70.2
100.0 PER CENT	2	8.3	4,373	28.3
NOT SPECIFIED	2	8.3	241	1.6
TOTAL	24	100.0	15,460	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	25.0	4,853	31.4
NON-CONTRIBUTORY	4	16.7	1,329	8.6
CONTRIBUTORY	5	20.8	5,180	33.5
NOT SPECIFIED	9	37.5	4,098	26.5
TOTAL	24	100.0	15,460	100.0

SECTION VII

SERVICE

(Includes hospitals, hotels/motels, restaurants, schools (excluding teachers), laundries, labour organizations, motion picture theatres, etc.)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1985	32	43.8	25,456	48.4
MARCH	2	2.7	300	.6
JUNE	3	4.1	1,228	2.3
SEPTEMBER	1	1.4	330	.6
OCTOBER	1	1.4	150	.3
DECEMBER	25	34.2	23,448	44.6
1986	34	46.6	24,144	45.9
MARCH	19	26.0	19,750	37.6
JUNE	4	5.5	819	1.6
AUGUST	4	5.5	1,190	2.3
OCTOBER	1	1.4	110	.2
NOVEMBER	1	1.4	250	.5
DECEMBER	5	6.8	2,025	3.9
1987 AND LATER	7	9.6	2,992	5.7
FEBRUARY	2	2.7	574	1.1
MARCH	3	4.1	2,138	4.1
JUNE	2	2.7	280	.5
TOTAL	73	100.0	52,592	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION*

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	3	4.1	326	.6
CENSUS DIVISION NO. 1	3	4.1	326	.6
LETHBRIDGE	4	5.5	575	1.1
CENSUS DIVISION NO. 2	4	5.5	575	1.1
CALGARY / DRUMHELLER	20	27.4	10,578	20.1
CENSUS DIVISION NO. 6	20	27.4	10,578	20.1
THE PARKS	2	2.7	491	.9
CENSUS DIVISION NO. 9	1	1.4	342	.7
CENSUS DIVISION NO. 14	1	1.4	149	.3
RED DEER / WAINWRIGHT	1	1.4	155	.3
CENSUS DIVISION NO. 8	1	1.4	155	.3
EDMONTON / LLOYDMIN.	28	38.4	16,103	30.6
CENSUS DIVISION NO. 11	27	37.0	15,783	30.0
MULTIPLE CENSUS DIVISIONS	1	1.4	320	.6
PEACE RIVER	2	2.7	286	.5
CENSUS DIVISION NO. 15	2	2.7	286	.5
ATHABASCA	2	2.7	390	.7
CENSUS DIVISION NO. 12	2	2.7	390	.7
INTER-REGIONAL	4	5.5	877	1.7
PROVINCE WIDE	7	9.6	22,811	43.4
TOTAL	73	100.0	52,592	100.0

* For explanation see number 1 in the Definitions at page viii.

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE *

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	3	4.1	326	.6
MEDICINE HAT	3	4.1	326	.6
LETHBRIDGE	4	5.5	575	1.1
LETHBRIDGE	4	5.5	575	1.1
CALGARY / DRUMHELLER	20	27.4	10,578	20.1
CALGARY	19	26.0	10,448	19.9
REMAINDER	1	1.4	130	.2
THE PARKS	2	2.7	491	.9
REMAINDER	2	2.7	491	.9
RED DEER / WAINWRIGHT	1	1.4	155	.3
RED DEER	1	1.4	155	.3
EDMONTON / LLOYDMIN.	28	38.4	16,103	30.6
EDMONTON	26	35.6	15,639	29.7
ST ALBERT	1	1.4	144	.3
REMAINDER	1	1.4	320	.6
PEACE RIVER	2	2.7	286	.5
GRANDE PRAIRIE	2	2.7	286	.5
ATHABASCA	2	2.7	390	.7
FORT MCMURRAY	2	2.7	390	.7
TWO OR MORE REGIONS	4	5.5	877	1.7
PROVINCE WIDE	7	9.6	22,811	43.4
TOTAL	73	100.0	52,592	100.0

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
A. U. P. E.	12	16.4	7,575	14.4
AARNA	3	4.1	5,517	10.5
C. U. P. E.	18	24.7	8,436	16.0
EMPLOYEES ASSOCIATION	19	26.0	12,255	23.3
HEALTH SCIENCE ASSOCIATION	9	12.3	5,890	11.2
HOTEL & RESTAURANT EMPL	2	2.7	275	.5
MULTI-UNION	1	1.4	250	.5
RAILWAY WORKERS	2	2.7	574	1.1
TEAMSTERS	1	1.4	110	.2
UNITED NURSES OF ALBERTA	6	8.2	11,710	22.3
TOTAL	73	100.0	52,592	100.0

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* For explanation see number 2 in the Definitions at page viii.

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LESS THAN ONE YEAR	7	9.6	4,338	8.2
ONE YEAR	6	8.2	1,427	2.7
BETWEEN ONE AND TWO YEARS	10	13.7	5,091	9.7
TWO YEARS	45	61.6	40,386	76.8
BETWEEN TWO AND THREE YEARS	4	5.5	1,118	2.1
THREE YEARS	1	1.4	232	.4
TOTAL	73	100.0	52,592	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	27	37.0	3,716	7.1
200 - 499 EMPLOYEES	26	35.6	7,499	14.3
500 - 999 EMPLOYEES	7	9.6	4,974	9.5
1,000 OR MORE EMPLOYEES	13	17.8	36,403	69.2
TOTAL	73	100.0	52,592	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED*

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	23	31.5	6,103	11.6
OFFICE EMPLOYEES	3	4.1	2,950	5.6
PROFESSIONAL EMPLOYEES	16	21.9	21,304	40.5
NON-OFFICE AND OFFICE EMPLOYEES	21	28.8	14,823	28.2
NON-OFFICE AND PROFESSIONAL EMPLOYEES	2	2.7	610	1.2
OFFICE AND PROFESSIONAL EMPLOYEES	3	4.1	636	1.2
NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES	5	6.8	6,166	11.7
TOTAL	73	100.0	52,592	100.0

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* For explanation see number 3 in the Definitions at page viii.

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	20.5	5,723	10.9
UNION MEMBERSHIP	10	13.7	6,123	11.6
RACE, RELIGION, UNION MEMBERSHIP, SEX, AGE	1	1.4	100	.2
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP	1	1.4	342	.7
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX	1	1.4	144	.3
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	4	5.5	7,290	13.9
RACE, RELIGION, NATIONALITY, SEX, AGE	1	1.4	151	.3
RACE, RELIGION, UNION MEMBERSHIP, AGE, SEX, MARITAL STATUS	2	2.7	480	.9
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	31	42.5	28,475	54.1
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, MARITAL STATUS	5	6.8	3,294	6.3
DISCRIMINATION PROHIBITED BUT TYPES OF DISCRIMINATION NOT SPECIFIED	2	2.7	470	.9
TOTAL	73	100.0	52,592	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	5.5	655	1.2
GENERAL STATEMENT OF MANAGEMENT RIGHTS	11	15.1	2,292	4.4
ENUMERATED LIST OF MANAGEMENT RIGHTS	4	5.5	1,186	2.3
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	25	34.2	24,611	46.8
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	29	39.7	23,848	45.3
TOTAL	73	100.0	52,592	100.0

TABLE 10 UNION MEMBERSHIP REQUIREMENTS*

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	45	61.6	33,032	62.8
CLOSED SHOP	2	2.7	300	.6
UNION SHOP	8	11.0	1,496	2.8
MODIFIED UNION SHOP	5	6.8	3,016	5.7
MAINTENANCE OF MEMBERSHIP	8	11.0	8,504	16.2
MUST BECOME MEMBER OR PAY EQUIVALENT DUES	5	6.8	6,244	11.9
TOTAL	73	100.0	52,592	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.7	231	.4
DUES CHECK-OFF ONLY	54	74.0	45,079	85.7
DUES AND INITIATION FEES	10	13.7	5,812	11.1
DUES AND ASSESSMENTS	3	4.1	763	1.5
DUES, INITIATION FEES AND ASSESSMENTS	3	4.1	557	1.1
DUES, INITIATION FEES AND FINES	1	1.4	150	.3
TOTAL	73	100.0	52,592	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	4.1	386	.7
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	65	89.0	49,407	93.9
COMPULSORY FOR EMPLOYEES HIRED AFTER A CERTAIN DATE & PRESENT DUES-PAYING EMPL	1	1.4	1,750	3.3
COMPULSORY FOR UNION MEMBERS	1	1.4	155	.3
COMPULSORY FOR NEW EMPLOYEES AND PRESENT DUES-PAYING EMPLOYEES	1	1.4	500	1.0
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	2	2.7	394	.7
TOTAL	73	100.0	52,592	100.0

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* For explanation see number 4 in the Definitions at page viii.

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.4	150	.3
60 CALENDAR DAYS	1	1.4	232	.4
90 CALENDAR DAYS	1	1.4	105	.2
180 CALENDAR DAYS	1	1.4	131	.2
42 WORKING DAYS/SHIFTS	1	1.4	4,038	7.7
45 WORKING DAYS/SHIFTS	1	1.4	190	.4
60 WORKING DAYS/SHIFTS	11	15.1	5,312	10.1
65 WORKING DAYS/SHIFTS	13	17.8	17,073	32.5
3 MONTHS	11	15.1	9,129	17.4
4 MONTHS	1	1.4	100	.2
5 MONTHS	1	1.4	380	.7
6 MONTHS	18	24.7	11,083	21.1
24 MONTHS	2	2.7	290	.6
36 MONTHS	1	1.4	155	.3
VARIES BY OCCUPATION OR CLASSIFICATION	5	6.8	1,843	3.5
DEPENDS ON RELATED EXPERIENCE OR QUALIFICATIONS	2	2.7	2,000	3.8
OTHER	2	2.7	381	.7
TOTAL	73	100.0	52,592	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	23.3	4,182	8.0
COMPANY	32	43.8	30,370	57.7
PLANT	2	2.7	440	.8
DEPARTMENT	8	11.0	6,234	11.9
JOB OR OCCUPATIONAL CLASSIFICATION	2	2.7	1,344	2.6
COMBINATION OF PLANT AND DEPARTMENT	1	1.4	784	1.5
COMBINATION OF DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	1	1.4	1,713	3.3
NOT SPECIFIED	10	13.7	7,525	14.3
TOTAL	73	100.0	52,592	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	28.8	10,116	19.2
1 MONTH	1	1.4	211	.4
6 MONTHS	19	26.0	15,960	30.3
12 MONTHS	25	34.2	23,833	45.3
24 MONTHS	3	4.1	542	1.0
PERIOD RELATED TO LENGTH OF SERVICE, MAXIMUM	1	1.4	500	1.0
NO REFERENCE TO DURATION OF SENIORITY OR RECALL RIGHTS	3	4.1	1,430	2.7
TOTAL	73	100.0	52,592	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	31.5	6,704	12.7
48 HOURS	1	1.4	232	.4
14 CALENDAR DAYS	25	34.2	30,135	57.3
15 CALENDAR DAYS	1	1.4	150	.3
21 CALENDAR DAYS	2	2.7	1,211	2.3
28 CALENDAR DAYS	1	1.4	230	.4
30 CALENDAR DAYS	1	1.4	320	.6
10 WORKING DAYS/SHIFTS	6	8.2	4,132	7.9
20 WORKING DAYS/SHIFTS	2	2.7	250	.5
2 WEEKS	7	9.6	5,013	9.5
VARIES WITH LENGTH OF SERVICE	3	4.1	3,873	7.4
NOT SPECIFIED	1	1.4	342	.7
TOTAL	73	100.0	52,592	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	39	53.4	26,059	49.5
10 DAYS PAY	6	8.2	4,132	7.9
14 DAYS PAY	10	13.7	11,936	22.7
15 DAYS PAY	1	1.4	150	.3
20 DAYS PAY	1	1.4	150	.3
30 DAYS PAY	1	1.4	320	.6
TWO WEEKS PAY	14	19.2	9,595	18.2
VARIES WITH LENGTH OF SERVICE	1	1.4	250	.5
TOTAL	73	100.0	52,592	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	47	64.4	31,609	60.1
PROVISION EXISTS FOR ADVANCE NOTICE ONLY	11	15.1	11,328	21.5
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	15	20.5	9,655	18.4
TOTAL	73	100.0	52,592	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	15.1	9,188	17.5
5 CALENDAR DAYS	11	15.1	6,252	11.9
6 CALENDAR DAYS	9	12.3	5,851	11.1
7 CALENDAR DAYS	6	8.2	2,986	5.7
8 CALENDAR DAYS	11	15.1	19,111	36.3
10 CALENDAR DAYS	1	1.4	1,200	2.3
14 CALENDAR DAYS	2	2.7	470	.9
3 WORKING DAYS/SHIFTS	1	1.4	110	.2
5 WORKING DAYS/SHIFTS	17	23.3	6,644	12.6
7 WORKING DAYS/SHIFTS	1	1.4	290	.6
1 WEEKS	1	1.4	240	.5
NOT SPECIFIED	2	2.7	250	.5
TOTAL	73	100.0	52,592	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	13.7	5,016	9.5
PRIMARY FACTOR	6	8.2	1,975	3.8
SECONDARY FACTOR	44	60.3	35,261	67.0
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	13	17.8	10,340	19.7
TOTAL	73	100.0	52,592	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	27.4	9,352	17.8
SOLE FACTOR	1	1.4	190	.4
PRIMARY FACTOR	3	4.1	736	1.4
SECONDARY FACTOR	34	46.6	32,344	61.5
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	15	20.5	9,970	19.0
TOTAL	73	100.0	52,592	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	23.3	7,914	15.0
SOLE FACTOR	18	24.7	14,418	27.4
PRIMARY FACTOR	17	23.3	17,568	33.4
SECONDARY FACTOR	19	26.0	12,421	23.6
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	2	2.7	271	.5
TOTAL	73	100.0	52,592	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EMPLOYEE ONLY	12	16.4	18,405	35.0
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	52	71.2	29,899	56.9
UNION ONLY	1	1.4	500	1.0
EMPLOYEE OR UNION REPRESENTATIVE	2	2.7	265	.5
GRIEVANCE COMMITTEE ONLY	4	5.5	2,639	5.0
CHOICE BETWEEN SEVERAL PROCEDURES	1	1.4	784	1.5
OTHER	1	1.4	100	.2
TOTAL	73	100.0	52,592	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	54.8	30,882	58.7
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	23	31.5	17,463	33.2
DURATION OF DELAYS BETWEEN STEPS IS REDUCED	2	2.7	2,223	4.2
NUMBER OF STEPS AND DURATION OF DELAYS BETWEEN STEPS IS REDUCED	6	8.2	1,494	2.8
OTHER	2	2.7	530	1.0
TOTAL	73	100.0	52,592	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	4.1	2,513	4.8
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	11	15.1	3,168	6.0
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	29	39.7	16,098	30.6
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	30	41.1	30,813	58.6
TOTAL	73	100.0	52,592	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	5.5	605	1.2
FIVE DAYS A WEEK	61	83.6	45,602	86.7
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	2	2.7	4,187	8.0
WORK DAYS VARY FOR DIFFERENT SEASONS OR OTHER PERIODS	2	2.7	894	1.7
WORK DAYS NOT SPECIFIED OR CANNOT BE DETERMINED	4	5.5	1,304	2.5
TOTAL	73	100.0	52,592	100.0

TABLE 27 STANDARD DAILY HOURS *

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	5.5	605	1.2
6-3/4 HOURS	1	1.4	150	.3
7 HOURS	7	9.6	3,480	6.6
7-1/4 HOURS	1	1.4	290	.6
7-1/2 HOURS	6	8.2	1,836	3.5
7-3/4 HOURS	25	34.2	27,850	53.0
8 HOURS	12	16.4	2,389	4.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	14	19.2	14,108	26.8
VARIES FOR DIFFERENT SEASONS	2	2.7	1,554	3.0
NOT SPECIFIED	1	1.4	330	.6
TOTAL	73	100.0	52,592	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	5.5	605	1.2
33-3/4 HOURS	1	1.4	150	.3
35 HOURS	9	12.3	3,920	7.5
36-1/4 HOURS	1	1.4	290	.6
37-1/2 HOURS	5	6.8	1,726	3.3
38-3/4 HOURS	24	32.9	27,699	52.7
40 HOURS	12	16.4	2,389	4.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	13	17.8	10,070	19.1
VARIES FOR DIFFERENT SEASONS	2	2.7	1,554	3.0
NOT SPECIFIED	2	2.7	4,189	8.0
TOTAL	73	100.0	52,592	100.0

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* For explanation see number 5 in the Definitions at page viii.

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	84.9	46,203	87.9
MEAL PERIOD PAID TO ALL EMPLOYEES DURING REGULAR WORK SCHEDULE	2	2.7	492	.9
MEAL PERIOD PAID ON 3RD SHIFT ONLY	1	1.4	240	.5
MEAL PERIOD PAID ON OVERTIME WORK	6	8.2	4,762	9.1
2ND AND 3RD SHIFTS	1	1.4	770	1.5
OTHER	1	1.4	125	.2
TOTAL	73	100.0	52,592	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	38	52.1	16,871	32.1
PROVISION FOR FLEX-TIME	1	1.4	156	.3
PROVISION FOR COMPRESSED WORK-WEEK	17	23.3	14,931	28.4
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	17	23.3	20,634	39.2
TOTAL	73	100.0	52,592	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	9.6	1,547	2.9
TIME AND ONE-HALF	8	11.0	1,570	3.0
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	10	13.7	10,151	19.3
DOUBLE TIME AFTER 3 HOURS	3	4.1	6,288	12.0
DOUBLE TIME AFTER 4 HOURS	2	2.7	244	.5
TIME AND THREE-QUARTERS	1	1.4	240	.5
DOUBLE TIME	3	4.1	510	1.0
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO TIME OR PAY AFTER 3 HOURS	1	1.4	200	.4
1.50 TIME OFF OR PAY AT 1.50 TIME	4	5.5	2,191	4.2
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	10	13.7	4,590	8.7
2.00 TIME/PAY AFTER 3 HOURS	12	16.4	19,265	36.6
2.00 TIME/PAY AFTER 4 HOURS	2	2.7	570	1.1
OTHER	2	2.7	299	.6
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	6	8.2	4,546	8.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	131	.2
OTHER	1	1.4	250	.5
TOTAL	73	100.0	52,592	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	57	78.1	46,781	89.0
TIME AND ONE-HALF	6	8.2	1,105	2.1
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 2 HOURS	1	1.4	1,816	3.5
TIME AND THREE-QUARTERS	1	1.4	240	.5
DOUBLE TIME	2	2.7	400	.8
1.50 TIME OFF OR PAY AT 1.50 TIME	3	4.1	1,290	2.5
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	2	2.7	710	1.4
OTHER	1	1.4	250	.5
TOTAL	73	100.0	52,592	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	68	93.2	50,736	96.5
DOUBLE TIME	3	4.1	500	1.0
1.50 TIME OFF OR PAY AT 1.50 TIME	1	1.4	1,200	2.3
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	1	1.4	156	.3
TOTAL	73	100.0	52,592	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	66	90.4	50,206	95.5
DOUBLE TIME	4	5.5	650	1.2
1.50 TIME OFF OR PAY AT 1.50 TIME	1	1.4	1,200	2.3
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	2	2.7	536	1.0
TOTAL	73	100.0	52,592	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED)*

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	28.8	7,920	15.1
TIME AND ONE-HALF	8	11.0	4,127	7.8
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	4	5.5	3,748	7.1
DOUBLE TIME AFTER 3 HOURS	2	2.7	4,661	8.9
OTHER	1	1.4	450	.9
TIME AND THREE-QUARTERS	1	1.4	240	.5
DOUBLE TIME	5	6.8	2,386	4.5
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO TIME OR PAY AFTER 3 HOURS	1	1.4	200	.4
1.50 TIME OFF OR PAY AT 1.50 TIME	12	16.4	4,935	9.4
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 2 HOURS	1	1.4	260	.5
2.00 TIME/PAY AFTER 3 HOURS	4	5.5	7,230	13.7
2.00 TIME/PAY AFTER 4 HOURS	1	1.4	320	.6
2.00 TIME/PAY AFTER 7 3/4 HOURS	6	8.2	11,584	22.0
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	5	6.8	4,281	8.1
OTHER	1	1.4	250	.5
TOTAL	73	100.0	52,592	100.0

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* For explanation see number 6 in the Definitions at page viii.

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	27.4	5,430	10.3
TIME AND ONE-HALF	2	2.7	532	1.0
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER 2 HOURS	4	5.5	3,748	7.1
DOUBLE TIME AFTER 3 HOURS	2	2.7	4,661	8.9
TIME AND THREE-QUARTERS	1	1.4	240	.5
DOUBLE TIME	13	17.8	8,921	17.0
1.00 TIME OFF OR PAY @ 1.50 INCREASED TO TIME OR PAY AFTER 3 HOURS	1	1.4	200	.4
1.50 TIME OFF OR PAY AT 1.50 TIME	4	5.5	1,655	3.1
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO				
2.00 TIME/PAY AFTER 4 HOURS	1	1.4	320	.6
2.00 TIME/PAY AFTER 7 3/4 HOURS	6	8.2	11,584	22.0
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	17	23.3	14,900	28.3
EQUIVALENT TIME OFF OR PAY AT DOUBLE TIM	1	1.4	151	.3
OTHER	1	1.4	250	.5
TOTAL	73	100.0	52,592	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	68	93.2	47,692	90.7
$ 6.00 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	1.4	3,300	6.3
$ 7.50 PER MEAL PAID AFTER				
2 HOURS OF OVERTIME	1	1.4	240	.5
3 HOURS OF OVERTIME	1	1.4	110	.2
MEALS FURNISHED BY EMPLOYER AFTER				
1 HOURS OF OVERTIME	1	1.4	1,000	1.9
2 HOURS OF OVERTIME	1	1.4	250	.5
TOTAL	73	100.0	52,592	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	64	87.7	50,082	95.2
PROVISION EXISTS	9	12.3	2,510	4.8
TOTAL	73	100.0	52,592	100.0

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	54.8	15,248	29.0
AMOUNT PER HOUR				
$.25	1	1.4	290	.6
$.30	1	1.4	1,713	3.3
$.35	1	1.4	240	.5
$.50	28	38.4	34,448	65.5
$2.50	1	1.4	323	.6
NOT SPECIFIED	1	1.4	330	.6
TOTAL	73	100.0	52,592	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	54.8	15,248	29.0
AMOUNT PER HOUR				
$.25	1	1.4	290	.6
$.35	2	2.7	1,953	3.7
$.50	28	38.4	34,448	65.5
$2.50	1	1.4	323	.6
NOT SPECIFIED	1	1.4	330	.6
TOTAL	73	100.0	52,592	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	24.7	4,689	8.9
AMOUNT PER HOUR				
$.15	1	1.4	770	1.5
$.25	2	2.7	280	.5
$.30	4	5.5	2,093	4.0
$.35	1	1.4	623	1.2
$.45	3	4.1	640	1.2
$.50	2	2.7	306	.6
$.74	1	1.4	200	.4
$.75	2	2.7	740	1.4
$1.00	29	39.7	34,768	66.1
$2.50	1	1.4	323	.6
FLAT AMOUNT PER SHIFT				
$ 7.00 PER SHIFT	1	1.4	230	.4
FLAT AMOUNT PER MONTH				
$55.00 PER MONTH	1	1.4	100	.2
PER CENT OF WAGES				
7.0 PER CENT	1	1.4	1,816	3.5
10.0 PER CENT	1	1.4	3,300	6.3
15.0 PER CENT	1	1.4	250	.5
TIME DIFFERENTIAL				
8.0 HOURS PAY FOR 7.0 HOURS WORK	3	4.1	1,134	2.2
NOT SPECIFIED	1	1.4	330	.6
TOTAL	73	100.0	52,592	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	27.4	5,035	9.6
AMOUNT PER HOUR				
$.15	1	1.4	770	1.5
$.25	1	1.4	150	.3
$.30	2	2.7	279	.5
$.35	3	4.1	2,457	4.7
$.45	1	1.4	250	.5
$.50	2	2.7	390	.7
$.55	1	1.4	150	.3
$.74	1	1.4	200	.4
$.75	2	2.7	740	1.4
$1.00	28	38.4	34,448	65.5
$2.50	1	1.4	323	.6
FLAT AMOUNT PER SHIFT				
$ 7.00 PER SHIFT	1	1.4	230	.4
FLAT AMOUNT PER MONTH				
$55.00 PER MONTH	1	1.4	100	.2
PER CENT OF WAGES				
10.0 PER CENT	2	2.7	5,116	9.7
15.0 PER CENT	1	1.4	250	.5
TIME DIFFERENTIAL				
8.0 HOURS PAY FOR 7.0 HOURS WORK	3	4.1	1,134	2.2
8.0 HOURS PAY FOR 7.5 HOURS WORK	1	1.4	240	.5
NOT SPECIFIED	1	1.4	330	.6
TOTAL	73	100.0	52,592	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	95.9	51,868	98.6
AMOUNT PER HOUR				
$.50	1	1.4	150	.3
FLAT AMOUNT PER SHIFT				
$ 1.25 PER SHIFT	1	1.4	232	.4
NOT SPECIFIED	1	1.4	342	.7
TOTAL	73	100.0	52,592	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	97.3	52,141	99.1
OTHER	2	2.7	451	.9
TOTAL	73	100.0	52,592	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	97.3	50,029	95.1
AMOUNT PER HOUR $.50	2	2.7	2,563	4.9
TOTAL	73	100.0	52,592	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	51	69.9	26,191	49.8
FLAT AMOUNT PER SHIFT				
$15.00 PER SHIFT	1	1.4	320	.6
$20.00 PER SHIFT	3	4.1	1,985	3.8
$35.00 PER SHIFT	8	11.0	17,220	32.7
NOT SPECIFIED	1	1.4	330	.6
OTHER	9	12.3	6,546	12.4
TOTAL	73	100.0	52,592	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	39	53.4	19,579	37.2
PROVISION EXISTS	34	46.6	33,013	62.8
TOTAL	73	100.0	52,592	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	50.7	26,037	49.5
2.0 HOURS OF WORK OR PAY	6	8.2	3,026	5.8
3.0 HOURS OF WORK OR PAY	17	23.3	15,530	29.5
4.0 HOURS OF WORK OR PAY	8	11.0	4,530	8.6
VARIES DEPENDING ON WORK OR NOT	5	6.8	3,469	6.6
TOTAL	73	100.0	52,592	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	12.3	1,566	3.0
MINIMUM OF 2.0 HOURS AT				
STRAIGHT TIME	1	1.4	100	.2
TIME AND ONE-HALF	13	17.8	12,253	23.3
DOUBLE TIME	6	8.2	1,921	3.7
MINIMUM OF 3.0 HOURS AT				
STRAIGHT TIME	1	1.4	623	1.2
TIME AND ONE-HALF	8	11.0	3,199	6.1
TIME AND THREE-QUARTERS	1	1.4	240	.5
DOUBLE TIME	2	2.7	5,366	10.2
MINIMUM OF 4.0 HOURS AT				
STRAIGHT TIME	1	1.4	500	1.0
TIME AND ONE-HALF	2	2.7	357	.7
MINIMUM OF 2.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	2	2.7	341	.6
MINIMUM OF 3.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	1.4	200	.4
MINIMUM OF 4.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	3	4.1	4,449	8.5
MINIMUM OF 1.0 HOURS AT APPLICABLE OVERTIME RATE	1	1.4	150	.3
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	8	11.0	5,081	9.7
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	6	8.2	12,350	23.5
MINIMUM OF 4.0 HOURS AT APPLICABLE OVERTIME RATE	2	2.7	2,497	4.7
MINIMUM OF 2.0 HOURS, RATE NOT SPECIFIED	1	1.4	290	.6
MINIMUM OF 3.0 HOURS, RATE NOT SPECIFIED	1	1.4	149	.3
MINIMUM OF 4.0 HOURS, RATE NOT SPECIFIED	1	1.4	240	.5
OTHER	3	4.1	720	1.4
TOTAL	73	100.0	52,592	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	97.3	52,142	99.1
OTHER	2	2.7	450	.9
TOTAL	73	100.0	52,592	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	74.0	37,263	70.9
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	18	24.7	15,129	28.8
EMPLOYEE RETAINS HIS RATE ONLY FOR A SPECIFED PERIOD	1	1.4	200	.4
TOTAL	73	100.0	52,592	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	11.0	4,331	8.2
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	5	6.8	2,420	4.6
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	60	82.2	45,841	87.2
TOTAL	73	100.0	52,592	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	30.1	6,198	11.8
1 PERIOD 15 MINUTES EACH	1	1.4	150	.3
2 PERIODS, 10 MINUTES EACH	3	4.1	510	1.0
2 PERIODS, 15 MINUTES EACH	42	57.5	42,552	80.9
OTHER	5	6.8	3,182	6.1
TOTAL	73	100.0	52,592	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	100.0	52,592	100.0
TOTAL	73	100.0	52,592	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.4	155	.3
9 FULL HOLIDAYS	1	1.4	100	.2
10 FULL HOLIDAYS	10	13.7	5,505	10.5
10 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	1	1.4	230	.4
10 FULL HOLIDAYS PLUS 3 HALF HOLIDAYS	1	1.4	250	.5
11 FULL HOLIDAYS	34	46.6	33,449	63.6
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	5	6.8	2,583	4.9
11 FULL HOLIDAYS PLUS 2 HALF HOLIDAYS	2	2.7	356	.7
11 FULL HOLIDAYS PLUS 3 HALF HOLIDAYS	1	1.4	770	1.5
12 FULL HOLIDAYS	11	15.1	6,439	12.2
12 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	1	1.4	323	.6
13 FULL HOLIDAYS	1	1.4	240	.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	2.7	1,916	3.6
PROVISION FOR PAID HOLIDAYS BUT NUMBER NOT SPECIFIED	2	2.7	276	.5
TOTAL	73	100.0	52,592	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	100.0	52,592	100.0
TOTAL	73	100.0	52,592	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	63	86.3	47,598	90.5
30 CALENDAR DAYS	3	4.1	2,298	4.4
30 WORKING DAYS	1	1.4	105	.2
60 WORKING DAYS	1	1.4	110	.2
65 WORKING DAYS	2	2.7	300	.6
3 MONTHS	1	1.4	151	.3
OTHER	2	2.7	2,030	3.9
TOTAL	73	100.0	52,592	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	28.8	6,260	11.9
DAY BEFORE AND AFTER HOLIDAY	48	65.8	45,213	86.0
DAY BEFORE OR AFTER HOLIDAY	1	1.4	420	.8
DURING HOLIDAY WEEK OR OTHER PERIOD	3	4.1	699	1.3
TOTAL	73	100.0	52,592	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	54.8	16,972	32.3
PROVISION EXISTS	33	45.2	35,620	67.7
TOTAL	73	100.0	52,592	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	80.8	47,265	89.9
FOLLOWING MONDAY OFF WITH PAY	5	6.8	957	1.8
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	3	4.1	671	1.3
ANOTHER DAY OFF WITH PAY	6	8.2	3,699	7.0
TOTAL	73	100.0	52,592	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	58	79.5	46,885	89.1
FOLLOWING MONDAY OFF WITH PAY	5	6.8	957	1.8
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	3	4.1	671	1.3
ANOTHER DAY OFF WITH PAY	7	9.6	4,079	7.8
TOTAL	73	100.0	52,592	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	12.3	6,199	11.8
EXTRA DAYS VACATION WITH PAY	48	65.8	30,957	58.9
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	16	21.9	15,436	29.4
TOTAL	73	100.0	52,592	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	27.4	5,432	10.3
EXTRA DAY OFF WITH PAY	35	47.9	27,570	52.4
EXTRA DAY OFF OR EXTRA DAYS PAY	18	24.7	19,590	37.2
TOTAL	73	100.0	52,592	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	11.0	1,650	3.1
STRAIGHT TIME PLUS HOLIDAY PAY	1	1.4	100	.2
TIME AND ONE-HALF PLUS HOLIDAY PAY	4	5.5	1,754	3.3
TIME AND THREE-QUARTERS PLUS HOLIDAY PAY	1	1.4	240	.5
DOUBLE TIME PLUS HOLIDAY PAY	6	8.2	9,982	19.0
STRAIGHT TIME PLUS ANOTHER DAY OFF WITH PAY	1	1.4	232	.4
TIME AND ONE-HALF, PLUS ANOTHER DAY OFF WITH PAY	18	24.7	11,186	21.3
DOUBLE TIME PLUS ANOTHER DAY OFF WITH PAY	1	1.4	3,300	6.3
STRAIGHT TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	1.4	342	.7
TIME AND ONE-HALF PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	17	23.3	14,886	28.3
DOUBLE TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	3	4.1	507	1.0
STRAIGHT TIME OR EQUIVALENT TIME OFF PLUS HOLIDAY PAY	1	1.4	330	.6
TIME AND ONE-HALF OR EQUIVALENT TIME OFF PLUS HOLIDAY PAY	1	1.4	131	.2
TIME AND ONE-HALF OR TIME AND ONE-HALF OFF PLUS HOLIDAY PAY	4	5.5	3,476	6.6
DOUBLE TIME OR DOUBLE TIME OFF PLUS HOLIDAY PAY	2	2.7	1,620	3.1
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	3	4.1	2,356	4.5
OTHER	1	1.4	500	1.0
TOTAL	73	100.0	52,592	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	41.1	22,899	43.5
SIX MONTHS BUT LESS THAN ONE YEAR	32	43.8	26,398	50.2
1 YEAR	6	8.2	1,104	2.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	5	6.8	2,191	4.2
TOTAL	73	100.0	52,592	100.0

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* For explanation see number 7 in the Definitions at page viii.

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	6.8	825	1.6
SIX MONTHS BUT LESS THAN ONE YEAR	1	1.4	150	.3
1 YEAR	49	67.1	36,089	68.6
2 YEARS	4	5.5	544	1.0
3 YEARS	1	1.4	232	.4
4 YEARS	2	2.7	467	.9
5 YEARS	1	1.4	110	.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	10	13.7	14,175	27.0
TOTAL	73	100.0	52,592	100.0

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	6.8	845	1.6
1 YEAR	2	2.7	380	.7
2 YEARS	2	2.7	470	.9
3 YEARS	13	17.8	11,538	21.9
4 YEARS	8	11.0	8,697	16.5
5 YEARS	4	5.5	1,596	3.0
6 YEARS	5	6.8	695	1.3
7 YEARS	2	2.7	3,400	6.5
8 YEARS	13	17.8	7,388	14.0
9 YEARS	3	4.1	2,298	4.4
10 YEARS	3	4.1	611	1.2
14 YEARS	1	1.4	110	.2
17 YEARS	1	1.4	240	.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	11	15.1	14,324	27.2
TOTAL	73	100.0	52,592	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION*

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	9.6	1,205	2.3
7 YEARS	1	1.4	320	.6
10 YEARS	3	4.1	421	.8
11 YEARS	1	1.4	230	.4
12 YEARS	1	1.4	190	.4
13 YEARS	1	1.4	150	.3
14 YEARS	5	6.8	4,748	9.0
15 YEARS	22	30.1	27,655	52.6
16 YEARS	2	2.7	200	.4
17 YEARS	3	4.1	1,345	2.6
18 YEARS	15	20.5	11,011	20.9
19 YEARS	1	1.4	144	.3
20 YEARS	7	9.6	2,743	5.2
25 YEARS	1	1.4	200	.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	4.1	2,030	3.9
TOTAL	73	100.0	52,592	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	74.0	42,008	79.9
15 YEARS	2	2.7	510	1.0
24 YEARS	4	5.5	680	1.3
25 YEARS	10	13.7	8,492	16.1
30 YEARS	3	4.1	902	1.7
TOTAL	73	100.0	52,592	100.0

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* For explanation see number 7 in the Definitions at page viii.

TABLE 70 MAXIMUM PAID VACATION*

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	1.4	150	.3
THREE WEEKS	1	1.4	250	.5
FOUR WEEKS	2	2.7	360	.7
FIVE WEEKS	45	61.6	40,547	77.1
SIX WEEKS	19	26.0	10,584	20.1
EIGHT WEEKS	1	1.4	155	.3
NINE WEEKS	1	1.4	155	.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	131	.2
NOT SPECIFIED	2	2.7	260	.5
TOTAL	73	100.0	52,592	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	63	86.3	45,493	86.5
PROVISION EXISTS	10	13.7	7,099	13.5
TOTAL	73	100.0	52,592	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS)**

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	17.8	2,483	4.7
CASUAL ILLNESS LEAVE	28	38.4	31,464	59.8
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	32	43.8	18,645	35.5
TOTAL	73	100.0	52,592	100.0

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* For explanation see number 7 in the Definitions at page viii.
** For explanation see number 8 in the Definitions at page viii.

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE*

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	41.1	9,993	19.0
90 CALENDAR DAYS	1	1.4	105	.2
42 WORKING DAYS	1	1.4	4,038	7.7
45 WORKING DAYS	1	1.4	190	.4
60 WORKING DAYS	5	6.8	4,021	7.6
65 WORKING DAYS	7	9.6	5,523	10.5
1 MONTHS	2	2.7	480	.9
3 MONTHS	17	23.3	21,164	40.2
5 MONTHS	1	1.4	380	.7
6 MONTHS	3	4.1	3,875	7.4
12 MONTHS	3	4.1	924	1.8
OTHER	2	2.7	1,899	3.6
TOTAL	73	100.0	52,592	100.0

TABLE 74 AMOUNT OF PAID SICK LEAVE *

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	17.8	2,469	4.7
3 DAYS	1	1.4	232	.4
10 DAYS	5	6.8	3,316	6.3
12 DAYS	1	1.4	323	.6
15 DAYS	4	5.5	614	1.2
16 DAYS	1	1.4	155	.3
18 DAYS	28	38.4	34,647	65.9
20 DAYS	2	2.7	575	1.1
22 DAYS	3	4.1	2,170	4.1
24 DAYS	6	8.2	3,446	6.6
VARIES WITH LENGTH OF SERVICE	7	9.6	4,361	8.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	149	.3
OTHER	1	1.4	135	.3
TOTAL	73	100.0	52,592	100.0

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* For explanation see number 8 in the Definitions at page viii.

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE*

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	23.3	3,734	7.1
UNDER 60 DAYS	2	2.7	342	.7
60 - 89 DAYS	4	5.5	675	1.3
90 - 119 DAYS	7	9.6	3,096	5.9
120 - 149 DAYS	25	34.2	30,970	58.9
150 - 179 DAYS	4	5.5	2,420	4.6
180 - 209 DAYS	8	11.0	7,143	13.6
VARIES WITH LENGTH OF SERVICE	5	6.8	4,077	7.8
OTHER	1	1.4	135	.3
TOTAL	73	100.0	52,592	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	97.3	51,442	97.8
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 50.0 PER CENT	1	1.4	150	.3
VARIES WITH LENGTH OF SERVICE	1	1.4	1,000	1.9
TOTAL	73	100.0	52,592	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	98.6	51,592	98.1
30 DAYS	1	1.4	1,000	1.9
TOTAL	73	100.0	52,592	100.0

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	98.6	52,487	99.8
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 50.0 PER CENT	1	1.4	105	.2
TOTAL	73	100.0	52,592	100.0

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* For explanation see number 8 in the Definitions at page viii.

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	98.6	52,487	99.8
60 DAYS	1	1.4	105	.2
TOTAL	73	100.0	52,592	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH*

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	95.9	49,887	94.9
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT				
50.0 PER CENT	1	1.4	105	.2
100.0 PER CENT	1	1.4	1,816	3.5
PER CENT NOT SPECIFIED	1	1.4	784	1.5
TOTAL	73	100.0	52,592	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	95.9	49,887	94.9
60 DAYS	1	1.4	105	.2
200 DAYS	1	1.4	1,816	3.5
OTHER	1	1.4	784	1.5
TOTAL	73	100.0	52,592	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	89.0	48,650	92.5
PROVISION EXISTS	8	11.0	3,942	7.5
TOTAL	73	100.0	52,592	100.0

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* For explanation see number 8 in the Definitions at page viii.

** For explanation see number 9 in the Definitions at page viii.

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	27.4	8,299	15.8
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	26	35.6	12,345	23.5
PART OF DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	1	1.4	200	.4
FULL DIFFERENCE BETWEEN REGULAR AND COMPENSATION PAY TAKEN FROM SICK LEAVE	26	35.6	31,748	60.4
TOTAL	73	100.0	52,592	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	28.8	8,922	17.0
3 MONTHS	1	1.4	240	.5
4 MONTHS	4	5.5	2,413	4.6
6 MONTHS	2	2.7	200	.4
12 MONTHS	1	1.4	323	.6
24 MONTHS	1	1.4	121	.2
36 MONTHS	1	1.4	130	.2
UNTIL UNUSED SICK LEAVE IS EXHAUSTED	28	38.4	33,698	64.1
UNTIL TERMIN., RETIREMNT OR COMMENCEMNT	3	4.1	1,084	2.1
NOT SPECIFIED	10	13.7	3,645	6.9
OTHER	1	1.4	1,816	3.5
TOTAL	73	100.0	52,592	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	32.9	8,450	16.1
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	47	64.4	43,669	83.0
NOT SPECIFIED	1	1.4	131	.2
OTHER	1	1.4	342	.7
TOTAL	73	100.0	52,592	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	5.5	635	1.2
IMMEDIATE FAMILY ONLY				
3.0 DAYS	6	8.2	1,138	2.2
4.0 DAYS	3	4.1	496	.9
5.0 DAYS	9	12.3	12,231	23.3
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE OR OTHER RELATIVES	1	1.4	150	.3
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE OR OTHER RELATIVES	2	2.7	1,982	3.8
5.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, LEAVE FOR CLOSE OR OTHER RELATIVES AT EMPLOYERS DISCRETION	1	1.4	380	.7
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR OTHER RELATIVES	1	1.4	323	.6
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR OTHER RELATIVES	3	4.1	1,866	3.5
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 2.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR OTHER RELATIVES	1	1.4	240	.5
3.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	2.7	382	.7
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	32	43.8	30,269	57.6
3.0 DAYS BASIC LEAVE WITH 3.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	1.4	150	.3
4.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	2	2.7	375	.7
4.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	1.4	320	.6
NOT SPECIFIED	3	4.1	1,504	2.9
OTHER	1	1.4	151	.3
TOTAL	73	100.0	52,592	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	27.4	4,971	9.5
2 MONTHS	6	8.2	4,889	9.3
3 MONTHS	4	5.5	1,540	2.9
5 MONTHS	1	1.4	380	.7
6 MONTHS	5	6.8	5,794	11.0
10 MONTHS	2	2.7	315	.6
12 MONTHS	31	42.5	23,310	44.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	2.7	2,080	4.0
OTHER	2	2.7	9,313	17.7
TOTAL	73	100.0	52,592	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	2.7	592	1.1
17 WEEKS	2	2.7	295	.6
18 WEEKS	1	1.4	1,816	3.5
20 WEEKS	1	1.4	250	.5
21 WEEKS	1	1.4	130	.2
24 WEEKS	21	28.8	15,876	30.2
28 WEEKS	2	2.7	1,270	2.4
32 WEEKS	1	1.4	110	.2
36 WEEKS	31	42.5	28,502	54.2
48 WEEKS	1	1.4	155	.3
52 WEEKS	5	6.8	2,594	4.9
ACCORDING TO LEGISLATION	2	2.7	363	.7
NOT SPECIFIED	3	4.1	639	1.2
TOTAL	73	100.0	52,592	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	54.8	38,768	73.7
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	30	41.1	13,405	25.5
SENIORITY ACCUMULATES DURING ENTIRE MATERNITY LEAVE	2	2.7	275	.5
SENIORITY ACCUMULATES DURING PART OF MATERNITY LEAVE	1	1.4	144	.3
TOTAL	73	100.0	52,592	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	4.1	1,362	2.6
MATERNITY LEAVE PLAN EXISTS	70	95.9	51,230	97.4
TOTAL	73	100.0	52,592	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	49	67.1	33,636	64.0
PROVISION EXISTS	24	32.9	18,956	36.0
TOTAL	73	100.0	52,592	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	27.4	7,707	14.7
PROVISION EXISTS	53	72.6	44,885	85.3
TOTAL	73	100.0	52,592	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	30	41.1	14,168	26.9
PATERNITY	19	26.0	25,685	48.8
MOVING	1	1.4	131	.2
CITIZENSHIP	2	2.7	250	.5
FAMILY ILLNESS	3	4.1	1,690	3.2
PATERNITY AND MOVING	1	1.4	320	.6
PATERNITY AND FAMILY ILLNESS	3	4.1	2,066	3.9
PATERNITY AND MARRIAGE	1	1.4	200	.4
CITIZENSHIP AND FAMILY ILLNESS	1	1.4	100	.2
PATERNITY, MOVING AND FAMILY ILLNESS	3	4.1	3,826	7.3
PATERNITY,CITIZENSHIP AND FAMILY ILLNESS	1	1.4	323	.6
PATERNITY, CITIZENSHIP AND MARRIAGE	1	1.4	232	.4
MOVING, CITIZENSHIP AND FAMILY ILLNESS	1	1.4	450	.9
PATERNITY, MOVING, CITIZENSHIP AND FAMILY ILLNESS	4	5.5	2,866	5.4
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	2	2.7	285	.5
TOTAL	73	100.0	52,592	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	33	45.2	16,719	31.8
LEAVE WITHOUT PAY	8	11.0	8,645	16.4
LEAVE WITH PARTIAL PAY	2	2.7	285	.5
LEAVE WITH FULL PAY	13	17.8	9,240	17.6
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	17	23.3	17,703	33.7
TOTAL	73	100.0	52,592	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	33	45.2	19,137	36.4
GRIEVANCE PAY ONLY	38	52.1	29,267	55.6
GRIEVANCE AND ARBITRATION PAY	2	2.7	4,188	8.0
TOTAL	73	100.0	52,592	100.0

TABLE 96 NEGOTIATION PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	74.0	43,227	82.2
PROVISION EXISTS	19	26.0	9,365	17.8
TOTAL	73	100.0	52,592	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	100.0	52,592	100.0
TOTAL	73	100.0	52,592	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	42.5	9,300	17.7
PROVISION EXISTS	42	57.5	43,292	82.3
TOTAL	73	100.0	52,592	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	50.7	11,264	21.4
PROVISION EXISTS	36	49.3	41,328	78.6
TOTAL	73	100.0	52,592	100.0

* For explanation see number 10 in the Definitions at page viii.

** For explanation see number 11 in the Definitions at page viii.

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	39	53.4	21,349	40.6
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	30	41.1	30,388	57.8
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	4	5.5	855	1.6
TOTAL	73	100.0	52,592	100.0

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	89.0	45,168	85.9
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	1	1.4	121	.2
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	6	8.2	7,193	13.7
OTHER	1	1.4	110	.2
TOTAL	73	100.0	52,592	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	98.6	49,292	93.7
SAFETY GLASSES SUPPLIED AT SOME COST TO EMPLOYEE	1	1.4	3,300	6.3
TOTAL	73	100.0	52,592	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	39.7	14,443	27.5
SUPPLIED AT NO COST TO EMPLOYEES	43	58.9	37,819	71.9
EMPLOYER MAKES A MONETARY ALLOWANCE	1	1.4	330	.6
TOTAL	73	100.0	52,592	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	38	52.1	27,916	53.1
MAINTAINED AT NO COST TO EMPLOYEES	33	45.2	24,290	46.2
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	2	2.7	386	.7
TOTAL	73	100.0	52,592	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	89.0	49,840	94.8
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	4	5.5	873	1.7
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	3	4.1	1,256	2.4
TOOLS REPLACED AT NO COST AND INSURANCE PROVIDED	1	1.4	623	1.2
TOTAL	73	100.0	52,592	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	89.0	50,056	95.2
PER DIEM ALLOWANCE FOR INCIDENTAL EXPENSES	1	1.4	623	1.2
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	5	6.8	1,270	2.4
MEAL AND LODGING ALLOWANCE OR SUPPLIED PLUS PER DIEM ALLOWANCE	2	2.7	643	1.2
TOTAL	73	100.0	52,592	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	80.8	43,869	83.4
PORTAL TO PORTAL PAY	3	4.1	5,616	10.7
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	10	13.7	2,484	4.7
OTHER	1	1.4	623	1.2
TOTAL	73	100.0	52,592	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	37	50.7	21,536	40.9
CENTS PER KILOMETER				
18.0 CENTS	1	1.4	323	.6
25.0 CENTS	3	4.1	2,850	5.4
28.0 CENTS	21	28.8	23,935	45.5
VARIES WITH DISTANCE	3	4.1	726	1.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	200	.4
OTHER	7	9.6	3,022	5.7
TOTAL	73	100.0	52,592	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	67	91.8	46,889	89.2
PROVISION EXISTS	6	8.2	5,703	10.8
TOTAL	73	100.0	52,592	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	98.6	52,467	99.8
ONE TO FIVE	1	1.4	125	.2
TOTAL	73	100.0	52,592	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS *

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	74.0	37,127	70.6
TRAINING FOR BARGAINING UNIT EMPLOYEES	19	26.0	15,465	29.4
TOTAL	73	100.0	52,592	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB) **

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	64	87.7	45,208	86.0
SEVERANCE PAY PLAN	9	12.3	7,384	14.0
TOTAL	73	100.0	52,592	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	71	97.3	49,192	93.5
PROVISION EXISTS	2	2.7	3,400	6.5
TOTAL	73	100.0	52,592	100.0

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	68	93.2	49,262	93.7
PROVISION EXISTS	5	6.8	3,330	6.3
TOTAL	73	100.0	52,592	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	89.0	43,866	83.4
PROVISION EXISTS	8	11.0	8,726	16.6
TOTAL	73	100.0	52,592	100.0

* For explanation see number 12 in the Definitions at page viii.

** For explanation see number 13 in the Definitions at page viii.

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	84.9	45,665	86.8
PROVISION EXISTS	11	15.1	6,927	13.2
TOTAL	73	100.0	52,592	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	59	80.8	43,029	81.8
2 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	4	5.5	5,449	10.4
3 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	1.4	240	.5
NOT SPECIFIED	9	12.3	3,874	7.4
TOTAL	73	100.0	52,592	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	89.0	48,368	92.0
PROVISION EXISTS	8	11.0	4,224	8.0
TOTAL	73	100.0	52,592	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	64	87.7	45,933	87.3
PROVISION EXISTS	9	12.3	6,659	12.7
TOTAL	73	100.0	52,592	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	100.0	52,592	100.0
TOTAL	73	100.0	52,592	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	66	90.4	48,587	92.4
PROVISION EXISTS	7	9.6	4,005	7.6
TOTAL	73	100.0	52,592	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	100.0	52,592	100.0
TOTAL	73	100.0	52,592	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	100.0	52,592	100.0
TOTAL	73	100.0	52,592	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	65	89.0	48,355	91.9
PROVISION EXISTS	8	11.0	4,237	8.1
TOTAL	73	100.0	52,592	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	69	94.5	51,598	98.1
PROVISION EXISTS	4	5.5	994	1.9
TOTAL	73	100.0	52,592	100.0

TABLE 126

TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	67	91.8	48,829	92.8
PROVISION EXISTS	6	8.2	3,763	7.2
TOTAL	73	100.0	52,592	100.0

TABLE 127

TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	100.0	52,592	100.0
TOTAL	73	100.0	52,592	100.0

TABLE 128

ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	73	100.0	52,592	100.0
TOTAL	73	100.0	52,592	100.0

TABLE 129

JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	43	58.9	31,257	59.4
FORMAL JOB EVALUATION PLAN	9	12.3	7,224	13.7
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	18	24.7	13,607	25.9
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON FORMAL BASIS	3	4.1	504	1.0
TOTAL	73	100.0	52,592	100.0

TABLE 130

GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	58	79.5	40,547	77.1
PROVISION EXISTS	15	20.5	12,045	22.9
TOTAL	73	100.0	52,592	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	72	98.6	52,467	99.8
PROVISION FOR EQUAL PAY FOR WORK OF EQUAL VALUE	1	1.4	125	.2
TOTAL	73	100.0	52,592	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	68	93.2	49,159	93.5
AUTOMATIC MONTHLY ADJUSTMENTS	1	1.4	211	.4
AUTOMATIC ANNUAL ADJUSTMENTS	1	1.4	1,000	1.9
ONE ADJUSTMENT DURING TERM OF AGREEMENT	1	1.4	240	.5
ADJUSTMENTS TIED TO A SPECIFIC CHANGE IN THE CONSUMER PRICE INDEX	2	2.7	1,982	3.8
TOTAL	73	100.0	52,592	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	70	95.9	49,610	94.3
CENTS PER HOUR ADJUSTMENTS CAN NOT BE EASILY TABULATED	1	1.4	1,000	1.9
COST-OF-LIVING ADJUSTMENTS TIED TO INDEXES OTHER THAN THE C.P.I.	1	1.4	332	.6
OTHER	1	1.4	1,650	3.1
TOTAL	73	100.0	52,592	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	66	90.4	44,444	84.5
CONTINUOUS SERVICE BONUS ONLY	7	9.6	8,148	15.5
TOTAL	73	100.0	52,592	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	4.1	536	1.0
50.0 PER CENT	13	17.8	6,019	11.4
60.0 PER CENT	1	1.4	380	.7
66.6 PER CENT	1	1.4	190	.4
75.0 PER CENT	32	43.8	36,684	69.8
80.0 PER CENT	1	1.4	150	.3
85.0 PER CENT	2	2.7	200	.4
100.0 PER CENT	16	21.9	5,841	11.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	125	.2
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	1.4	1,713	3.3
FLAT SUM PAYMENT	1	1.4	131	.2
NOT SPECIFIED	1	1.4	623	1.2
TOTAL	73	100.0	52,592	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	12.3	1,557	3.0
DENTAL CARE PLAN ONLY	57	78.1	49,407	93.9
DENTAL CARE PLAN AND VISION CARE PLAN	4	5.5	993	1.9
COMBINATION OF THREE PLANS	3	4.1	635	1.2
TOTAL	73	100.0	52,592	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS *

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	63	86.3	50,204	95.5
PROVISION EXISTS	10	13.7	2,388	4.5
TOTAL	73	100.0	52,592	100.0

* For explanation see number 14 in the Definitions at page viii.

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	8	11.0	2,543	4.8
50.0 PER CENT	6	8.2	3,076	5.8
60.0 PER CENT	2	2.7	620	1.2
75.0 PER CENT	29	39.7	33,773	64.2
85.0 PER CENT	2	2.7	200	.4
100.0 PER CENT	21	28.8	11,364	21.6
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	1.4	125	.2
NOT SPECIFIED	3	4.1	736	1.4
OTHER	1	1.4	155	.3
TOTAL	73	100.0	52,592	100.0

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	12.3	3,166	6.0
10,000 DOLLARS	1	1.4	200	.4
20,000 DOLLARS	1	1.4	290	.6
25,000 DOLLARS	1	1.4	250	.5
VARIES WITH INCOME OR JOB CLASSIFICATION	22	30.1	23,607	44.9
NOT SPECIFIED	38	52.1	24,969	47.5
OTHER	1	1.4	110	.2
TOTAL	73	100.0	52,592	100.0

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	42.5	9,548	18.2
75.0 PER CENT	27	37.0	33,448	63.6
100.0 PER CENT	13	17.8	8,818	16.8
NOT SPECIFIED	2	2.7	778	1.5
TOTAL	73	100.0	52,592	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	42.5	9,548	18.2
10,000 DOLLARS	1	1.4	200	.4
25,000 DOLLARS	1	1.4	250	.5
VARIES WITH INCOME OR JOB CLASSIFICATION	16	21.9	17,072	32.5
NOT SPECIFIED	22	30.1	22,072	42.0
OTHER	2	2.7	3,450	6.6
TOTAL	73	100.0	52,592	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	53	72.6	32,431	61.7
65.0 PER CENT	1	1.4	150	.3
75.0 PER CENT	14	19.2	18,969	36.1
100.0 PER CENT	5	6.8	1,042	2.0
TOTAL	73	100.0	52,592	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	53	72.6	32,431	61.7
EXPRESSED AS PERCENT OF WAGES	13	17.8	18,739	35.6
VARIES WITH INCOME OR JOB CLASSIFICATION	3	4.1	690	1.3
VARIES WITH SEX OR WITH SEX AND INCOME	1	1.4	150	.3
NOT SPECIFIED	3	4.1	582	1.1
TOTAL	73	100.0	52,592	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	54	74.0	34,181	65.0
24 WEEKS	11	15.1	16,739	31.8
26 WEEKS	2	2.7	360	.7
54 WEEKS	1	1.4	150	.3
VARIES WITH LENGTH OF SERVICE	2	2.7	480	.9
NOT SPECIFIED	3	4.1	682	1.3
TOTAL	73	100.0	52,592	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	30.1	5,514	10.5
PROVISION EXISTS	51	69.9	47,078	89.5
TOTAL	73	100.0	52,592	100.0

TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	62	84.9	48,988	93.1
85.0 PER CENT	1	1.4	100	.2
100.0 PER CENT	6	8.2	2,649	5.0
FLAT SUM PAYMENT	1	1.4	150	.3
NOT SPECIFIED	3	4.1	705	1.3
TOTAL	73	100.0	52,592	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	39.7	17,279	32.9
NON-CONTRIBUTORY	1	1.4	200	.4
CONTRIBUTORY	5	6.8	3,125	5.9
NOT SPECIFIED	38	52.1	31,988	60.8
TOTAL	73	100.0	52,592	100.0

SECTION VIII

PUBLIC ADMINISTRATION

(Includes provincial government, cities, towns, villages counties and municipal districts.)

TABLE 1 EXPIRY DATES OF SELECTED AGREEMENTS

YEAR AND MONTH OF EXPIRATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1985	13	44.8	12,928	25.8
JANUARY	4	13.8	8,540	17.0
DECEMBER	9	31.0	4,388	8.7
1986	16	55.2	37,223	74.2
MARCH	13	44.8	35,560	70.9
JUNE	1	3.4	113	.2
DECEMBER	2	6.9	1,550	3.1
TOTAL	29	100.0	50,151	100.0

TABLE 2 DISTRIBUTION BY ECONOMIC REGION AND CENSUS DIVISION *

ECONOMIC REGION AND CENSUS DIVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	1	3.4	330	.7
CENSUS DIVISION NO. 1	1	3.4	330	.7
LETHBRIDGE	2	6.9	569	1.1
CENSUS DIVISION NO. 2	2	6.9	569	1.1
CALGARY / DRUMHELLER	5	17.2	4,377	8.7
CENSUS DIVISION NO. 6	5	17.2	4,377	8.7
RED DEER / WAINWRIGHT	1	3.4	325	.6
CENSUS DIVISION NO. 8	1	3.4	325	.6
EDMONTON / LLOYDMIN.	6	20.7	9,320	18.6
CENSUS DIVISION NO. 11	6	20.7	9,320	18.6
PEACE RIVER	1	3.4	113	.2
CENSUS DIVISION NO. 15	1	3.4	113	.2
ATHABASCA	1	3.4	237	.5
CENSUS DIVISION NO. 12	1	3.4	237	.5
PROVINCE WIDE	12	41.4	34,880	69.5
TOTAL	29	100.0	50,151	100.0

TABLE 3 DISTRIBUTION BY ECONOMIC REGION AND URBAN CENTRE **

ECONOMIC REGION AND URBAN CENTRE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MEDICINE HAT	1	3.4	330	.7
MEDICINE HAT	1	3.4	330	.7
LETHBRIDGE	2	6.9	569	1.1
LETHBRIDGE	2	6.9	569	1.1
CALGARY / DRUMHELLER	5	17.2	4,377	8.7
CALGARY	5	17.2	4,377	8.7
RED DEER / WAINWRIGHT	1	3.4	325	.6
RED DEER	1	3.4	325	.6
EDMONTON / LLOYDMIN.	6	20.7	9,320	18.6
EDMONTON	5	17.2	9,220	18.4
PARKLAND COUNTY NO 31	1	3.4	100	.2
PEACE RIVER	1	3.4	113	.2
GRANDE PRAIRIE	1	3.4	113	.2
ATHABASCA	1	3.4	237	.5
FORT MCMURRAY	1	3.4	237	.5
PROVINCE WIDE	12	41.4	34,880	69.5
TOTAL	29	100.0	50,151	100.0

* For explanation see number 1 in the Definitions at page viii.
** For explanation see number 2 in the Definitions at page viii.

TABLE 4 UNIONS REPRESENTING EMPLOYEES COVERED BY AGREEMENTS

UNION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
A. U. P. E.	13	44.8	35,560	70.9
C. U. P. E.	8	27.6	6,240	12.4
EMPLOYEES ASSOCIATION	5	17.2	6,259	12.5
FIREFIGHTERS	3	10.3	2,092	4.2
TOTAL	29	100.0	50,151	100.0

TABLE 5 DURATION

DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LESS THAN ONE YEAR	17	58.6	44,100	87.9
BETWEEN ONE AND TWO YEARS	4	13.8	1,614	3.2
TWO YEARS	6	20.7	2,887	5.8
BETWEEN TWO AND THREE YEARS	1	3.4	1,100	2.2
THREE YEARS	1	3.4	450	.9
TOTAL	29	100.0	50,151	100.0

TABLE 6 SIZE OF BARGAINING UNITS COVERED

SIZE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
100 - 199 EMPLOYEES	5	17.2	676	1.3
200 - 499 EMPLOYEES	5	17.2	1,763	3.5
500 - 999 EMPLOYEES	3	10.3	2,294	4.6
1,000 OR MORE EMPLOYEES	16	55.2	45,418	90.6
TOTAL	29	100.0	50,151	100.0

TABLE 7 TYPE OF BARGAINING UNIT COVERED *

TYPE OF BARGAINING UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NON-OFFICE EMPLOYEES	18	62.1	20,645	41.2
OFFICE EMPLOYEES	3	10.3	19,611	39.1
NON-OFFICE AND OFFICE EMPLOYEES	6	20.7	8,135	16.2
OFFICE AND PROFESSIONAL EMPLOYEES	1	3.4	1,080	2.2
NON-OFFICE, OFFICE AND PROFESSIONAL EMPLOYEES	1	3.4	680	1.4
TOTAL	29	100.0	50,151	100.0

TABLE 8 NON-DISCRIMINATION PROVISIONS

NON-DISCRIMINATION PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
UNION MEMBERSHIP	18	62.1	39,409	78.6
RACE, RELIGION, UNION MEMBERSHIP	1	3.4	100	.2
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP	1	3.4	119	.2
RACE, RELIGION, NATIONALITY, UNION MEMBERSHIP, SEX, AGE	1	3.4	1,033	2.1
RACE, RELIGION, NATIONALITY, SEX, AGE, UNION MEMBERSHIP, MARITAL STATUS	6	20.7	3,890	7.8
COMBINATION OF ANY PREJUDICES, INCLUDING SEXUAL PREFERANCE	1	3.4	1,900	3.8
OTHER	1	3.4	3,700	7.4
TOTAL	29	100.0	50,151	100.0

TABLE 9 MANAGEMENTS RIGHTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.9	2,233	4.5
GENERAL STATEMENT OF MANAGEMENT RIGHTS	6	20.7	6,163	12.3
ENUMERATED LIST OF MANAGEMENT RIGHTS	1	3.4	100	.2
GENERAL STATEMENT OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	18	62.1	37,630	75.0
ENUMERATED LIST OF MANAGEMENT RIGHTS, WITH RESIDUAL RIGHTS CLAUSE	2	6.9	4,025	8.0
TOTAL	29	100.0	50,151	100.0

* For explanation see number 3 in the Definitions at page viii.

TABLE 10 UNION MEMBERSHIP REQUIREMENTS *

MEMBERSHIP REQUIREMENTS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	13	44.8	13,924	27.8
UNION SHOP	1	3.4	237	.5
MODIFIED UNION SHOP	14	48.3	35,660	71.1
MAINTENANCE OF MEMBERSHIP	1	3.4	330	.7
TOTAL	29	100.0	50,151	100.0

TABLE 11 CHECK-OFF PAYMENTS

TYPE OF PAYMENT CHECK-OFF	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
DUES CHECK-OFF ONLY	25	86.2	46,656	93.0
DUES AND INITIATION FEES	2	6.9	562	1.1
DUES AND ASSESSMENTS	1	3.4	1,033	2.1
DUES, INITIATION FEES AND ASSESSMENTS	1	3.4	1,900	3.8
TOTAL	29	100.0	50,151	100.0

TABLE 12 UNION DUES CHECK-OFF

CHECK-OFF PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
COMPULSORY FOR ALL EMPLOYEES COVERED BY THE AGREEMENT	27	93.1	49,018	97.7
COMPULSORY FOR UNION MEMBERS	1	3.4	100	.2
UNION DUES CHECK-OFF BUT NOT SPECIFIED WHETHER COMPULSORY OR VOLUNTARY	1	3.4	1,033	2.1
TOTAL	29	100.0	50,151	100.0

* For explanation see number 4 in the Definitions at page viii.

TABLE 13 PROBATIONARY PERIOD FOR NEWLY-HIRED EMPLOYEES

PROBATIONARY PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.9	2,133	4.3
90 WORKING DAYS/SHIFTS	1	3.4	100	.2
3 MONTHS	3	10.3	6,637	13.2
4 MONTHS	1	3.4	325	.6
6 MONTHS	9	31.0	20,965	41.8
12 MONTHS	7	24.1	10,952	21.8
15 MONTHS	1	3.4	1,200	2.4
VARIES BY OCCUPATION OR CLASSIFICATION	4	13.8	7,680	15.3
NOT SPECIFIED	1	3.4	159	.3
TOTAL	29	100.0	50,151	100.0

TABLE 14 TYPE OF SENIORITY UNIT FOR LAYOFFS, PROMOTIONS, TRANSFERS

SENIORITY UNIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	48.3	36,238	72.3
COMPANY	2	6.9	213	.4
DEPARTMENT	6	20.7	8,375	16.7
JOB OR OCCUPATIONAL CLASSIFICATION	2	6.9	1,259	2.5
COMBINATION OF COMPANY AND DEPARTMENT	1	3.4	330	.7
COMBINATION OF DEPARTMENT AND JOB OR OCCUPATIONAL CLASSIFICATION	2	6.9	2,819	5.6
NOT SPECIFIED	2	6.9	917	1.8
TOTAL	29	100.0	50,151	100.0

TABLE 15 RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFF

RETENTION PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	13.8	2,489	5.0
6 MONTHS	14	48.3	35,719	71.2
12 MONTHS	10	34.5	10,743	21.4
NO REFERENCE TO DURATION OF SENIORITY OR RECALL RIGHTS	1	3.4	1,200	2.4
TOTAL	29	100.0	50,151	100.0

TABLE 16 ADVANCE NOTICE OF LAY-OFF

LENGTH OF NOTICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	24.1	8,892	17.7
14 CALENDAR DAYS	12	41.4	34,880	69.5
30 CALENDAR DAYS	1	3.4	159	.3
5 WORKING DAYS/SHIFTS	1	3.4	325	.6
10 WORKING DAYS/SHIFTS	2	6.9	2,813	5.6
20 WORKING DAYS/SHIFTS	1	3.4	237	.5
30 WORKING DAYS/SHIFTS	2	6.9	1,130	2.3
2 WEEKS	2	6.9	1,385	2.8
20 WEEKS	1	3.4	330	.7
TOTAL	29	100.0	50,151	100.0

TABLE 17 PAY IN LIEU OF NOTICE OF LAY-OFF

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	72.4	44,547	88.8
10 DAYS PAY	2	6.9	2,813	5.6
15 DAYS PAY	1	3.4	680	1.4
20 DAYS PAY	1	3.4	237	.5
30 DAYS PAY	1	3.4	159	.3
TWO WEEKS PAY	3	10.3	1,715	3.4
TOTAL	29	100.0	50,151	100.0

TABLE 18 ADVANCE NOTICE OF TERMINATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	41.4	11,314	22.6
PROVISION EXISTS FOR ADVANCE NOTICE OR PAY IN LIEU OF NOTICE	17	58.6	38,837	77.4
TOTAL	29	100.0	50,151	100.0

TABLE 19 JOB POSTING

POSTING PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	16	55.2	38,372	76.5
5 CALENDAR DAYS	1	3.4	330	.7
7 CALENDAR DAYS	3	10.3	6,850	13.7
8 CALENDAR DAYS	2	6.9	2,085	4.2
10 CALENDAR DAYS	2	6.9	780	1.6
14 CALENDAR DAYS	1	3.4	940	1.9
5 WORKING DAYS/SHIFTS	3	10.3	675	1.3
NOT SPECIFIED	1	3.4	119	.2
TOTAL	29	100.0	50,151	100.0

TABLE 20 ROLE OF SENIORITY IN PROMOTIONS

SENIORITY IN PROMOTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	48.3	36,072	71.9
SECONDARY FACTOR	13	44.8	12,760	25.4
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	2	6.9	1,319	2.6
TOTAL	29	100.0	50,151	100.0

TABLE 21 ROLE OF SENIORITY IN TRANSFERS

SENIORITY IN TRANSFERS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	69.0	42,931	85.6
SOLE FACTOR	1	3.4	3,700	7.4
PRIMARY FACTOR	2	6.9	1,650	3.3
SECONDARY FACTOR	6	20.7	1,870	3.7
TOTAL	29	100.0	50,151	100.0

TABLE 22 ROLE OF SENIORITY IN LAY-OFFS

SENIORITY IN LAY-OFFS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
SOLE FACTOR	9	31.0	11,922	23.8
PRIMARY FACTOR	18	62.1	37,574	74.9
SECONDARY FACTOR	1	3.4	330	.7
SENIORITY AND OTHER FACTORS CONSIDERED, CANNOT DETERMINE WHICH IS PRIMARY	1	3.4	325	.6
TOTAL	29	100.0	50,151	100.0

TABLE 23 EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

GRIEVANCE PRESENTED BY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
EMPLOYEE ONLY	13	44.8	37,580	74.9
EMPLOYEES WITH OR WITHOUT UNION REPRESENTATIVE	12	41.4	6,452	12.9
UNION ONLY	1	3.4	1,200	2.4
EMPLOYEE OR UNION REPRESENTATIVE	2	6.9	4,800	9.6
GRIEVANCE COMMITTEE ONLY	1	3.4	119	.2
TOTAL	29	100.0	50,151	100.0

TABLE 24 SPECIAL GRIEVANCE PROCEDURE - DISCIPLINE & DISMISSAL CASES

SPECIAL PROCEDURE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	31.0	11,216	22.4
NUMBER OF STEPS IN THE GRIEVANCE PROCEDURE IS REDUCED	18	62.1	38,491	76.8
OTHER	2	6.9	444	.9
TOTAL	29	100.0	50,151	100.0

TABLE 25 GRIEVANCE ARBITRATION - NUMBER OF ARBITRATORS

NUMBER OF ARBITRATORS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.4	330	.7
SPECIFIC PROVISION FOR SINGLE ARBITRATOR	1	3.4	113	.2
SPECIFIC PROVISION FOR PANEL/BOARD OF ARBITRATORS	7	24.1	4,397	8.8
PROVISION FOR SINGLE ARBITRATOR OR BOARD OF ARBITRATORS	20	69.0	45,311	90.3
TOTAL	29	100.0	50,151	100.0

TABLE 26 SCHEDULED WORK-WEEK (NUMBER OF DAYS)

DAYS PER WEEK	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FOUR DAYS A WEEK	2	6.9	2,085	4.2
FIVE DAYS A WEEK	22	75.9	44,975	89.7
WORK DAYS VARY FOR DIFFERENT GROUPS OF EMPLOYEES	3	10.3	2,252	4.5
WORK DAYS VARY FOR DIFFERENT SEASONS OR OTHER PERIODS	1	3.4	159	.3
WORK DAYS NOT SPECIFIED OR CANNOT BE DETERMINED	1	3.4	680	1.4
TOTAL	29	100.0	50,151	100.0

TABLE 27 STANDARD DAILY HOURS *

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
7-1/4 HOURS	4	13.8	9,219	18.4
7-3/4 HOURS	4	13.8	4,379	8.7
8 HOURS	5	17.2	7,813	15.6
9-1/2 HOURS	2	6.9	2,085	4.2
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	11	37.9	25,579	51.0
VARIES FOR DIFFERENT SEASONS	1	3.4	159	.3
NOT SPECIFIED	2	6.9	917	1.8
TOTAL	29	100.0	50,151	100.0

TABLE 28 STANDARD OR AVERAGE WEEKLY HOURS

NUMBER OF HOURS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
36-1/4 HOURS	5	17.2	9,899	19.7
38 HOURS	2	6.9	2,085	4.2
38-3/4 HOURS	4	13.8	4,379	8.7
40 HOURS	7	24.1	9,150	18.2
42 HOURS	1	3.4	159	.3
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	10	34.5	24,479	48.8
TOTAL	29	100.0	50,151	100.0

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* For explanation see number 5 in the Definitions at page viii.

TABLE 29 PAID MEAL PERIOD PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	58.6	38,000	75.8
MEAL PERIOD PAID TO ALL EMPLOYEES DURING REGULAR WORK SCHEDULE	3	10.3	2,470	4.9
MEAL PERIOD PAID ON OVERTIME WORK	6	20.7	8,910	17.8
2ND AND 3RD SHIFTS	1	3.4	113	.2
2ND AND 3RD SHIFT AND OVERTIME	1	3.4	237	.5
OTHER	1	3.4	421	.8
TOTAL	29	100.0	50,151	100.0

TABLE 30 COMPRESSED WORK WEEK AND FLEXTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	31.0	7,937	15.8
PROVISION FOR COMPRESSED WORK-WEEK	5	17.2	2,717	5.4
PROVISION FOR BOTH FLEX-TIME AND COMPRESSED WORK-WEEK	15	51.7	39,497	78.8
TOTAL	29	100.0	50,151	100.0

TABLE 31 OVERTIME RATE AFTER SCHEDULED DAILY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.4	185	.4
TIME AND ONE-HALF	1	3.4	100	.2
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER 2 HOURS	1	3.4	2,380	4.7
DOUBLE TIME	7	24.1	3,474	6.9
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 2 HOURS	11	37.9	32,506	64.8
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	4	13.8	3,492	7.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	6.9	1,614	3.2
OTHER	2	6.9	6,400	12.8
TOTAL	29	100.0	50,151	100.0

TABLE 32 OVERTIME RATE AFTER SCHEDULED WEEKLY HOURS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	48.3	32,541	64.9
TIME AND ONE-HALF	1	3.4	100	.2
DOUBLE TIME	7	24.1	6,061	12.1
EQUIV. TIME OFF OR PAY AT STRAIGHT TIME	1	3.4	674	1.3
1.50 TIME OFF OR PAY AT 1.50 TIME	2	6.9	3,623	7.2
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	2	6.9	2,133	4.3
OTHER	2	6.9	5,019	10.0
TOTAL	29	100.0	50,151	100.0

TABLE 33 OVERTIME RATE FOR SATURDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	89.7	47,026	93.8
TIME AND ONE-HALF	1	3.4	100	.2
DOUBLE TIME	1	3.4	325	.6
OTHER	1	3.4	2,700	5.4
TOTAL	29	100.0	50,151	100.0

TABLE 34 OVERTIME RATE FOR SUNDAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	89.7	47,026	93.8
DOUBLE TIME	2	6.9	425	.8
OTHER	1	3.4	2,700	5.4
TOTAL	29	100.0	50,151	100.0

TABLE 35 OVERTIME RATE ON SIXTH DAY (NOT SCHEDULED) *

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	13.8	2,470	4.9
TIME AND ONE-HALF	1	3.4	2,380	4.7
DOUBLE TIME	10	34.5	10,762	21.5
1.50 TIME OFF OR PAY @ 1.50 INCREASED TO 2.00 TIME/PAY AFTER 7 1/4 HOURS	1	3.4	680	1.4
INCREASED RATE VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	10	34.5	31,826	63.5
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	2	6.9	1,359	2.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.4	674	1.3
TOTAL	29	100.0	50,151	100.0

TABLE 36 OVERTIME RATE ON SEVENTH DAY (NOT SCHEDULED)

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	13.8	2,470	4.9
DOUBLE TIME	11	37.9	13,142	26.2
DOUBLE TIME OFF OR PAY AT DOUBLE TIME	13	44.8	33,865	67.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.4	674	1.3
TOTAL	29	100.0	50,151	100.0

TABLE 37 PAYMENT FOR OR SUPPLY OF MEALS

AMOUNT OF PAYMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	93.1	48,814	97.3
$ 3.30 PER MEAL PAID OR SUPPLIED AFTER 3 HOURS OF OVERTIME	1	3.4	1,100	2.2
AMOUNT NOT SPECIFIED, PAID AFTER 4 HOURS OF OVERTIME	1	3.4	237	.5
TOTAL	29	100.0	50,151	100.0

TABLE 38 RIGHT TO REFUSE OVERTIME

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	79.3	42,639	85.0
PROVISION EXISTS	6	20.7	7,512	15.0
TOTAL	29	100.0	50,151	100.0

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* For explanation see number 6 in the Definitions at page viii.

TABLE 39 PREMIUM PAY FOR WORK ON SCHEDULED SATURDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	79.3	41,223	82.2
AMOUNT PER HOUR				
$4.00	1	3.4	113	.2
TIME RATE PAYMENT				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.4	3,700	7.4
OTHER RATE PAYMENT	1	3.4	2,700	5.4
OTHER	3	10.3	2,415	4.8
TOTAL	29	100.0	50,151	100.0

TABLE 40 PREMIUM PAY FOR WORK ON SCHEDULED SUNDAY

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	79.3	41,223	82.2
AMOUNT PER HOUR				
$4.00	1	3.4	113	.2
TIME RATE PAYMENT				
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.4	3,700	7.4
OTHER RATE PAYMENT	1	3.4	2,700	5.4
OTHER	3	10.3	2,415	4.8
TOTAL	29	100.0	50,151	100.0

TABLE 41 SECOND SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.9	1,620	3.2
AMOUNT PER HOUR				
$.15	1	3.4	450	.9
$.25	1	3.4	119	.2
$.28	1	3.4	674	1.3
$.30	1	3.4	100	.2
$.35	2	6.9	4,030	8.0
$.40	4	13.8	5,885	11.7
$.45	3	10.3	2,392	4.8
$.50	4	13.8	21,232	42.3
$.75	7	24.1	12,974	25.9
$4.00	1	3.4	113	.2
$5.00	1	3.4	237	.5
PER CENT OF WAGES				
6.0 PER CENT	1	3.4	325	.6
TOTAL	29	100.0	50,151	100.0

TABLE 42 THIRD SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.9	2,580	5.1
AMOUNT PER HOUR				
$.15	1	3.4	940	1.9
$.25	2	6.9	569	1.1
$.30	1	3.4	100	.2
$.31	1	3.4	674	1.3
$.35	2	6.9	4,030	8.0
$.40	2	6.9	2,885	5.8
$.45	4	13.8	3,492	7.0
$.50	4	13.8	21,232	42.3
$.75	7	24.1	12,974	25.9
$4.00	1	3.4	113	.2
$7.50	1	3.4	237	.5
PER CENT OF WAGES				
6.0 PER CENT	1	3.4	325	.6
TOTAL	29	100.0	50,151	100.0

TABLE 43 SPLIT SHIFT PREMIUMS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	96.6	49,966	99.6
AMOUNT PER HOUR				
$.30	1	3.4	185	.4
TOTAL	29	100.0	50,151	100.0

TABLE 44 PREMIUM PAY FOR DIRTY WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	51.7	11,540	23.0
AMOUNT PER HOUR				
$.40	3	10.3	6,730	13.4
FLAT AMOUNT PER SHIFT				
$ 5.90 PER SHIFT	11	37.9	31,881	63.6
TOTAL	29	100.0	50,151	100.0

TABLE 45 PREMIUM PAY FOR HAZARDOUS WORK

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	51.7	10,098	20.1
AMOUNT PER HOUR				
$.40	1	3.4	3,700	7.4
$.50	1	3.4	2,805	5.6
$.70	1	3.4	2,700	5.4
FLAT AMOUNT PER SHIFT				
$ 5.90 PER SHIFT	1	3.4	1,196	2.4
OTHER	10	34.5	29,652	59.1
TOTAL	29	100.0	50,151	100.0

TABLE 46 PREMIUM PAY FOR ABNORMAL WORKING CONDITIONS

AMOUNT OF PREMIUM	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	89.7	44,936	89.6
AMOUNT PER HOUR				
$.40	1	3.4	2,700	5.4
FLAT AMOUNT PER SHIFT				
$ 8.50 PER SHIFT	1	3.4	1,319	2.6
$25.00 PER SHIFT	1	3.4	1,196	2.4
TOTAL	29	100.0	50,151	100.0

TABLE 47 STAND-BY OR ON-CALL ADJUSTMENTS

PAY PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	31.0	6,383	12.7
PROVISION EXISTS	20	69.0	43,768	87.3
TOTAL	29	100.0	50,151	100.0

TABLE 48 REPORTING PAY GUARANTEES

MINIMUM GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	31.0	9,116	18.2
3.0 HOURS OF WORK OR PAY	12	41.4	34,880	69.5
4.0 HOURS OF WORK OR PAY	1	3.4	237	.5
VARIES DEPENDING ON WORK OR NOT	7	24.1	5,918	11.8
TOTAL	29	100.0	50,151	100.0

TABLE 49 CALL-BACK PAY GUARANTEES

MINIMUM GUARANTEE AND RATE OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
MINIMUM OF 2.0 HOURS AT DOUBLE TIME	12	41.4	11,954	23.8
MINIMUM OF 2.5 HOURS AT DOUBLE TIME	1	3.4	1,100	2.2
MINIMUM OF 3.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	3.4	2,380	4.7
MINIMUM OF 5.0 HOURS AT STRAIGHT TIME OR ACTUAL HOURS WORKED AT PREMIUM RATE, WHICHEVER IS GREATER	1	3.4	1,200	2.4
MINIMUM OF 2.0 HOURS AT APPLICABLE OVERTIME RATE	12	41.4	33,180	66.2
MINIMUM OF 3.0 HOURS AT APPLICABLE OVERTIME RATE	1	3.4	237	.5
MINIMUM OF 4.0 HOURS, RATE NOT SPECIFIED	1	3.4	100	.2
TOTAL	29	100.0	50,151	100.0

TABLE 50 WAGE OR EMPLOYMENT GUARANTEES

GUARANTEE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	100.0	50,151	100.0
TOTAL	29	100.0	50,151	100.0

TABLE 51 PAY ON TEMPORARY TRANSFERS TO LOWER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	86.2	49,020	97.7
EMPLOYEE RETAINS HIS RATE FOR DURATION OF TRANSFER	2	6.9	562	1.1
EMPLOYEE RETAINS HIS RATE ONLY FOR A SPECIFED PERIOD	2	6.9	569	1.1
TOTAL	29	100.0	50,151	100.0

TABLE 52 PAY ON TEMPORARY TRANSFERS TO HIGHER-RATED JOBS

RATE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	10.3	1,123	2.2
EMPLOYEE PAID HIGHER RATE FOR DURATION OF TRANSFER	4	13.8	3,569	7.1
EMPLOYEE PAID HIGHER RATE ONLY AFTER A SPECIFIED PERIOD	22	75.9	45,459	90.6
TOTAL	29	100.0	50,151	100.0

TABLE 53 PAID REST OR RELIEF PERIODS

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	31.0	8,486	16.9
2 PERIODS, 10 MINUTES EACH	1	3.4	100	.2
2 PERIODS, 15 MINUTES EACH	17	58.6	39,480	78.7
2 PERIODS, 20 MINUTES EACH	2	6.9	2,085	4.2
TOTAL	29	100.0	50,151	100.0

TABLE 54 PAID CLEAN-UP OR CLOTHES CHANGING TIME

DAILY TIME ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	89.7	47,095	93.9
1 PERIOD 5 MINUTES EACH	1	3.4	237	.5
1 PERIOD 20 MINUTES EACH	1	3.4	2,700	5.4
1 PERIOD 30 MINUTES EACH	1	3.4	119	.2
TOTAL	29	100.0	50,151	100.0

TABLE 55 NUMBER OF PAID HOLIDAYS

ANNUAL ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
10 FULL HOLIDAYS	2	6.9	569	1.1
11 FULL HOLIDAYS	6	20.7	3,402	6.8
11 FULL HOLIDAYS PLUS 1 HALF HOLIDAY	7	24.1	10,950	21.8
12 FULL HOLIDAYS	11	37.9	34,206	68.2
13 FULL HOLIDAYS	1	3.4	237	.5
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.4	113	.2
PROVISION FOR PAID HOLIDAYS BUT NUMBER NOT SPECIFIED	1	3.4	674	1.3
TOTAL	29	100.0	50,151	100.0

TABLE 56 YEAR-END HOLIDAY PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	100.0	50,151	100.0
TOTAL	29	100.0	50,151	100.0

TABLE 57 SERVICE REQUIREMENTS FOR HOLIDAY PAY

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	72.4	45,802	91.3
30 CALENDAR DAYS	5	17.2	3,628	7.2
30 WORKING DAYS	2	6.9	484	1.0
1 MONTH	1	3.4	237	.5
TOTAL	29	100.0	50,151	100.0

TABLE 58 WORK REQUIREMENTS FOR HOLIDAY PAY

WORK REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	51.7	37,349	74.5
DAY BEFORE AND AFTER HOLIDAY	12	41.4	12,233	24.4
DAY BEFORE OR AFTER HOLIDAY	2	6.9	569	1.1
TOTAL	29	100.0	50,151	100.0

TABLE 59 LOSS OF HOLIDAY PAY - FAILURE TO REPORT FOR SCHEDULED WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	79.3	40,089	79.9
PROVISION EXISTS	6	20.7	10,062	20.1
TOTAL	29	100.0	50,151	100.0

TABLE 60 PAY FOR HOLIDAYS FALLING ON SATURDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	79.3	46,925	93.6
PRECEDING FRIDAY OFF WITH PAY	1	3.4	330	.7
FOLLOWING MONDAY OFF WITH PAY	2	6.9	1,650	3.3
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	1	3.4	113	.2
ANOTHER DAY OFF WITH PAY	2	6.9	1,133	2.3
TOTAL	29	100.0	50,151	100.0

TABLE 61 PAY FOR HOLIDAYS FALLING ON SUNDAY

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	79.3	46,925	93.6
FOLLOWING MONDAY OFF WITH PAY	3	10.3	1,980	3.9
PRECEDING FRIDAY OR FOLLOWING MONDAY OFF WITH PAY	1	3.4	113	.2
ANOTHER DAY OFF WITH PAY	2	6.9	1,133	2.3
TOTAL	29	100.0	50,151	100.0

TABLE 62 COMPENSATION FOR HOLIDAYS FALLING WITHIN VACATION PERIOD

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	13.8	965	1.9
EXTRA DAYS VACATION WITH PAY	17	58.6	37,255	74.3
EXTRA DAYS PAY	1	3.4	1,033	2.1
EXTRA DAYS VACATION WITH PAY OR EXTRA DAYS PAY	7	24.1	10,898	21.7
TOTAL	29	100.0	50,151	100.0

TABLE 63 COMPENSATION FOR HOLIDAYS FALLING ON SCHEDULED DAYS OFF

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	24.1	9,059	18.1
EXTRA DAY OFF WITH PAY	14	48.3	35,305	70.4
EXTRA DAY OFF OR EXTRA DAYS PAY	8	27.6	5,787	11.5
TOTAL	29	100.0	50,151	100.0

TABLE 64 COMPENSATION FOR WORK ON PAID HOLIDAYS

AMOUNT OF COMPENSATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
DOUBLE TIME PLUS HOLIDAY PAY	8	27.6	3,640	7.3
DOUBLE TIME AND ONE-HALF PLUS HOLIDAY PAY	1	3.4	1,033	2.1
TIME AND ONE-HALF, PLUS ANOTHER DAY OFF WITH PAY	1	3.4	680	1.4
DOUBLE TIME PLUS HOLIDAY PAY OR ANOTHER DAY OFF WITH PAY	1	3.4	3,700	7.4
TIME AND ONE-HALF OR TIME AND ONE-HALF OFF PLUS HOLIDAY PAY	12	41.4	34,880	69.5
DOUBLE TIME OR DOUBLE TIME OFF PLUS HOLIDAY PAY	2	6.9	2,300	4.6
VARIES WITH NUMBER OF HOURS WORKED OR FOR DIFFERENT HOLIDAYS	1	3.4	119	.2
OTHER	3	10.3	3,799	7.6
TOTAL	29	100.0	50,151	100.0

TABLE 65 LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	17.2	7,214	14.4
SIX MONTHS BUT LESS THAN ONE YEAR	15	51.7	36,649	73.1
1 YEAR	4	13.8	1,462	2.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	3	10.3	3,607	7.2
SPECIFIED AS HOURS, DAYS OR WEEKS WORKED	1	3.4	119	.2
OTHER	1	3.4	1,100	2.2
TOTAL	29	100.0	50,151	100.0

TABLE 66 LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1 YEAR	19	65.5	44,354	88.4
2 YEARS	5	17.2	2,600	5.2
3 YEARS	3	10.3	1,490	3.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	6.9	1,707	3.4
TOTAL	29	100.0	50,151	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 67 LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
5 YEARS	1	3.4	237	.5
7 YEARS	2	6.9	443	.9
8 YEARS	15	51.7	40,936	81.6
9 YEARS	7	24.1	6,636	13.2
10 YEARS	3	10.3	1,225	2.4
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.4	674	1.3
TOTAL	29	100.0	50,151	100.0

TABLE 68 LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	1	3.4	100	.2
10 YEARS	1	3.4	237	.5
14 YEARS	1	3.4	330	.7
17 YEARS	2	6.9	232	.5
18 YEARS	13	44.8	38,586	76.9
19 YEARS	7	24.1	6,967	13.9
20 YEARS	3	10.3	3,025	6.0
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.4	674	1.3
TOTAL	29	100.0	50,151	100.0

TABLE 69 LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION *

LENGTH OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	51.7	35,258	70.3
15 YEARS	1	3.4	237	.5
23 YEARS	1	3.4	330	.7
24 YEARS	1	3.4	3,700	7.4
25 YEARS	7	24.1	8,443	16.8
26 YEARS	1	3.4	940	1.9
27 YEARS	1	3.4	119	.2
30 YEARS	1	3.4	450	.9
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.4	674	1.3
TOTAL	29	100.0	50,151	100.0

* For explanation see number 7 in the Definitions at page viii.

TABLE 70 MAXIMUM PAID VACATION *

MAXIMUM VACATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FOUR WEEKS	1	3.4	100	.2
FIVE WEEKS	14	48.3	35,158	70.1
SIX WEEKS	12	41.4	13,186	26.3
SEVEN WEEKS	1	3.4	1,033	2.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.4	674	1.3
TOTAL	29	100.0	50,151	100.0

TABLE 71 PAY IN LIEU OF VACATIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	100.0	50,151	100.0
TOTAL	29	100.0	50,151	100.0

TABLE 72 PAID SICK LEAVE (CASUAL ILLNESS) **

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	9	31.0	9,336	18.6
CASUAL ILLNESS LEAVE	3	10.3	3,913	7.8
COMBINATION CASUAL AND GENERAL ILLNESS LEAVE	17	58.6	36,902	73.6
TOTAL	29	100.0	50,151	100.0

TABLE 73 SERVICE REQUIREMENTS FOR PAID SICK LEAVE **

PERIOD OF SERVICE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	41.4	10,216	20.4
1 MONTHS	13	44.8	35,117	70.0
3 MONTHS	1	3.4	680	1.4
4 MONTHS	1	3.4	325	.6
6 MONTHS	1	3.4	113	.2
12 MONTHS	1	3.4	3,700	7.4
TOTAL	29	100.0	50,151	100.0

* For explanation see number 7 in the Definitions at page viii.
** For explanation see number 8 in the Definitions at page viii.

TABLE 74 AMOUNT OF PAID SICK LEAVE*

AMOUNT OF LEAVE PER YEAR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	34.5	9,786	19.5
5 DAYS	1	3.4	680	1.4
9 DAYS	1	3.4	325	.6
10 DAYS	13	44.8	38,580	76.9
18 DAYS	4	13.8	780	1.6
TOTAL	29	100.0	50,151	100.0

TABLE 75 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE*

MAXIMUM ACCUMULATION ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	34.5	9,786	19.5
UNDER 60 DAYS	1	3.4	3,700	7.4
60 - 89 DAYS	2	6.9	1,005	2.0
90 - 119 DAYS	12	41.4	34,880	69.5
120 - 149 DAYS	2	6.9	350	.7
180 - 209 DAYS	2	6.9	430	.9
TOTAL	29	100.0	50,151	100.0

TABLE 76 PAYMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	100.0	50,151	100.0
TOTAL	29	100.0	50,151	100.0

TABLE 77 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON TERMINATION *

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	100.0	50,151	100.0
TOTAL	29	100.0	50,151	100.0

* For explanation see number 8 in the Definitions at page viii.

TABLE 78 PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	96.6	50,051	99.8
PER CENT OF UNUSED ALLOWANCE PAID FOR UNDER PLANS SPECIFYING PAYMENT 25.0 PER CENT	1	3.4	100	.2
TOTAL	29	100.0	50,151	100.0

TABLE 79 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID ON RETIREMENT*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	96.6	50,051	99.8
45 DAYS	1	3.4	100	.2
TOTAL	29	100.0	50,151	100.0

TABLE 80 PAYMENT FOR UNUSED SICK LEAVE ON DEATH *

PER CENT OF UNUSED ALLOWANCE PAID	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	100.0	50,151	100.0
TOTAL	29	100.0	50,151	100.0

TABLE 81 MAXIMUM DAYS OF UNUSED SICK LEAVE PAID FOR ON DEATH*

MAXIMUM DAYS PAID FOR	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	100.0	50,151	100.0
TOTAL	29	100.0	50,151	100.0

TABLE 82 INJURY PAY PROVISIONS **

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	58.6	15,271	30.5
PROVISION EXISTS	12	41.4	34,880	69.5
TOTAL	29	100.0	50,151	100.0

* For explanation see number 8 in the Definitions at page viii.
** For explanation see number 9 in the Definitions at page viii.

TABLE 83 WORKERS COMPENSATION PAY SUPPLEMENTS

AMOUNT OF SUPPLEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	34.5	8,467	16.9
FULL DIFFERENCE BETWEEN REGULAR PAY AND COMPENSATION PAY	17	58.6	40,885	81.5
FULL DIFFERENCE FOR A PERIOD OF TIME AND PART OF DIFFERENCE THEREAFTER	1	3.4	680	1.4
OTHER	1	3.4	119	.2
TOTAL	29	100.0	50,151	100.0

TABLE 84 MAXIMUM PERIOD OF WORKERS COMPENSATION PAY SUPPLEMENTS

MAXIMUM PERIOD	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	37.9	8,586	17.1
4 MONTHS	12	41.4	34,880	69.5
24 MONTHS	1	3.4	330	.7
UNTIL TERMIN., RETIREMNT OR COMMENCEMNT	4	13.8	5,905	11.8
NOT SPECIFIED	1	3.4	450	.9
TOTAL	29	100.0	50,151	100.0

TABLE 85 PAID JURY DUTY LEAVE

AMOUNT OF PAY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	10.3	2,253	4.5
DIFFERENCE BETWEEN REGULAR PAY AND JURY FEES	24	82.8	46,679	93.1
NOT SPECIFIED	2	6.9	1,219	2.4
TOTAL	29	100.0	50,151	100.0

TABLE 86 PAID BEREAVEMENT LEAVE

MAXIMUM NUMBER OF DAYS ALLOWED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	2	6.9	2,040	4.1
IMMEDIATE FAMILY ONLY 4.0 DAYS	2	6.9	1,192	2.4
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE OR OTHER RELATIVES	1	3.4	1,200	2.4
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	1	3.4	3,700	7.4
4.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE OR OTHER RELATIVES	2	6.9	2,085	4.2
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, .5 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR OTHER RELATIVES	1	3.4	100	.2
3.0 DAYS FOR DEATH IN IMMEDIATE FAMILY, 1.0 DAYS FOR CLOSE RELATIVES AND 2.0 DAYS FOR OTHER RELATIVES	1	3.4	330	.7
3.0 DAYS BASIC LEAVE WITH 2.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	16	55.2	35,887	71.6
4.0 DAYS BASIC LEAVE WITH 5.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	3.4	237	.5
5.0 DAYS BASIC LEAVE WITH 1.0 ADDITIONAL DAYS IF TRAVEL INVOLVED	1	3.4	680	1.4
OTHER	1	3.4	2,700	5.4
TOTAL	29	100.0	50,151	100.0

TABLE 87 SERVICE REQUIREMENTS FOR MATERNITY LEAVE

SERVICE REQUIREMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	17.2	3,503	7.0
3 MONTHS	4	13.8	7,837	15.6
6 MONTHS	4	13.8	2,523	5.0
12 MONTHS	16	55.2	36,288	72.4
TOTAL	29	100.0	50,151	100.0

TABLE 88 LENGTH OF MATERNITY LEAVE

LENGTH OF LEAVE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	13.8	3,173	6.3
24 WEEKS	21	72.4	43,384	86.5
26 WEEKS	1	3.4	2,700	5.4
28 WEEKS	1	3.4	325	.6
40 WEEKS	2	6.9	569	1.1
TOTAL	29	100.0	50,151	100.0

TABLE 89 SENIORITY STATUS DURING MATERNITY LEAVE

SENIORITY STATUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	18	62.1	38,846	77.5
SENIORITY RETAINED UP TO TIME MATERNITY LEAVE BEGINS	11	37.9	11,305	22.5
TOTAL	29	100.0	50,151	100.0

TABLE 90 MATERNITY LEAVE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	20.7	5,986	11.9
MATERNITY LEAVE PLAN EXISTS	23	79.3	44,165	88.1
TOTAL	29	100.0	50,151	100.0

TABLE 91 LEAVE OF ABSENCE FOR FULL-TIME UNION DUTIES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	58.6	37,043	73.9
PROVISION EXISTS	12	41.4	13,108	26.1
TOTAL	29	100.0	50,151	100.0

TABLE 92 LEAVE OF ABSENCE FOR UNION FUNCTIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	10.3	2,132	4.3
PROVISION EXISTS	26	89.7	48,019	95.7
TOTAL	29	100.0	50,151	100.0

TABLE 93 PAID LEAVE OF ABSENCE FOR PERSONAL REASONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	24.1	6,542	13.0
PATERNITY	5	17.2	3,687	7.4
CITIZENSHIP	1	3.4	3,700	7.4
PATERNITY AND MOVING	1	3.4	325	.6
PATERNITY AND FAMILY ILLNESS	1	3.4	237	.5
MOVING AND FAMILY ILLNESS	1	3.4	680	1.4
PATERNITY, MOVING, CITIZENSHIP AND FAMILY ILLNESS	12	41.4	34,880	69.5
PAID LEAVE OF ABSENCE FOR PERSONAL REASONS NOT SPECIFIED	1	3.4	100	.2
TOTAL	29	100.0	50,151	100.0

TABLE 94 LEAVE OF ABSENCE FOR EDUCATIONAL PURPOSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	37.9	11,778	23.5
LEAVE WITHOUT PAY	11	37.9	34,206	68.2
LEAVE WITH PARTIAL PAY	1	3.4	674	1.3
LEAVE WITH FULL PAY	4	13.8	2,654	5.3
LEAVE FOR EDUCATIONAL PURPOSES PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	2	6.9	839	1.7
TOTAL	29	100.0	50,151	100.0

TABLE 95 GRIEVANCE AND ARBITRATION PAY PROVISIONS*

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	7	24.1	5,212	10.4
GRIEVANCE PAY ONLY	21	72.4	42,239	84.2
GRIEVANCE AND ARBITRATION PAY	1	3.4	2,700	5.4
TOTAL	29	100.0	50,151	100.0

* For explanation see number 10 in the Definitions at page viii.

TABLE 96 NEGOTIATION PAY PROVISIONS *

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	21	72.4	41,827	83.4
PROVISION EXISTS	8	27.6	8,324	16.6
TOTAL	29	100.0	50,151	100.0

TABLE 97 DANGEROUS WORK

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	100.0	50,151	100.0
TOTAL	29	100.0	50,151	100.0

TABLE 98 LABOUR MANAGEMENT SAFETY COMMITTEES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	34.5	10,904	21.7
PROVISION EXISTS	19	65.5	39,247	78.3
TOTAL	29	100.0	50,151	100.0

TABLE 99 SAFETY COMMITTEE PAY PROVISIONS

PAY PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	15	51.7	14,709	29.3
PROVISION EXISTS	14	48.3	35,442	70.7
TOTAL	29	100.0	50,151	100.0

TABLE 100 LABOUR-MANAGEMENT COMMITTEE

COMMITTEE PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	17.2	3,629	7.2
PROVISION FOR COMMITTEE WITH ONLY GENERAL STATEMENT OF ITS PURPOSE	21	72.4	44,130	88.0
PROVISION FOR COMMITTEE BUT RESTRICTED TO DISCUSSING A SPECIFIC LIST OF ITEMS	3	10.3	2,392	4.8
TOTAL	29	100.0	50,151	100.0

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* For explanation see number 11 in the Definitions at page viii.

TABLE 101 ALLOWANCES FOR SAFETY SHOES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	58.6	26,936	53.7
SAFETY SHOES SUPPLIED AT NO COST TO EMPLOYEE	3	10.3	3,873	7.7
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF SAFETY SHOES	8	27.6	18,142	36.2
MONETARY ALLOWANCE PROVIDED FOR INITIAL SAFETY SHOES,REPLACEMENTS AT SOME COST	1	3.4	1,200	2.4
TOTAL	29	100.0	50,151	100.0

TABLE 102 ALLOWANCES FOR SAFETY GLASSES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	96.6	47,451	94.6
SAFETY GLASSES SUPPLIED AT NO COST TO EMPLOYEE	1	3.4	2,700	5.4
TOTAL	29	100.0	50,151	100.0

TABLE 103 SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	20.7	6,375	12.7
SUPPLIED AT NO COST TO EMPLOYEES	20	69.0	42,154	84.1
SUPPLIED AT SOME COST TO EMPLOYEES	1	3.4	237	.5
EMPLOYER MAKES A MONETARY ALLOWANCE	2	6.9	1,385	2.8
TOTAL	29	100.0	50,151	100.0

TABLE 104 MAINTENANCE OF WORK CLOTHING

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	48.3	31,320	62.5
MAINTAINED AT NO COST TO EMPLOYEES	9	31.0	13,203	26.3
EMPLOYER MAKES MONETARY ALLOWANCE FOR MAINTENANCE OF WORK CLOTHING	6	20.7	5,628	11.2
TOTAL	29	100.0	50,151	100.0

TABLE 105 ALLOWANCE FOR TOOLS

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	69.0	41,362	82.5
TOOLS SUPPLIED AT NO COST TO EMPLOYEE	2	6.9	396	.8
TOOLS REPLACED AT NO COST TO EMPLOYEE	1	3.4	2,805	5.6
MONETARY ALLOWANCE PROVIDED FOR PURCHASE OF TOOLS	6	20.7	5,588	11.1
TOTAL	29	100.0	50,151	100.0

TABLE 106 MEAL, LODGING AND PER DIEM ALLOWANCES ON TRAVEL STATUS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	14	48.3	11,561	23.1
MEAL ALLOWANCE (OR MEALS SUPPLIED)	1	3.4	2,700	5.4
MEAL AND LODGING ALLOWANCE, OR MEAL AND LODGING SUPPLIED	13	44.8	35,560	70.9
OTHER	1	3.4	330	.7
TOTAL	29	100.0	50,151	100.0

TABLE 107 TRAVEL TIME PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	86.2	43,547	86.8
PAY FOR TRAVEL TIME DIRECTLY RELATED TO THE JOB	4	13.8	6,604	13.2
TOTAL	29	100.0	50,151	100.0

TABLE 108 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

ALLOWANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	86.2	47,016	93.7
OTHER	4	13.8	3,135	6.3
TOTAL	29	100.0	50,151	100.0

TABLE 109 APPRENTICESHIP TRAINING PROVISIONS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	79.3	44,439	88.6
PROVISION EXISTS	6	20.7	5,712	11.4
TOTAL	29	100.0	50,151	100.0

TABLE 110 APPRENTICESHIP TO JOURNEYMEN RATIO

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	96.6	47,451	94.6
ONE TO TWO	1	3.4	2,700	5.4
TOTAL	29	100.0	50,151	100.0

TABLE 111 ON-THE-JOB TRAINING PROVISIONS*

PROVISIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	17	58.6	37,469	74.7
TRAINING FOR BARGAINING UNIT EMPLOYEES	12	41.4	12,682	25.3
TOTAL	29	100.0	50,151	100.0

TABLE 112 SEVERANCE PAY & LAY-OFF BENEFIT PLANS (OTHER THAN SUB)**

PLAN	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	96.6	48,251	96.2
SEVERANCE PAY AND LAY-OFF BENEFIT PLANS	1	3.4	1,900	3.8
TOTAL	29	100.0	50,151	100.0

TABLE 113 SUPPLEMENTAL UNEMPLOYMENT BENEFIT (S.U.B.) PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	100.0	50,151	100.0
TOTAL	29	100.0	50,151	100.0

* For explanation see number 12 in the Definitions at page viii.
** For explanation see number 13 in the Definitions at page viii.

TABLE 114 RESTRICTIONS ON MOONLIGHTING

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	93.1	49,092	97.9
PROVISION EXISTS	2	6.9	1,059	2.1
TOTAL	29	100.0	50,151	100.0

TABLE 115 RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	89.7	49,134	98.0
PROVISION EXISTS	3	10.3	1,017	2.0
TOTAL	29	100.0	50,151	100.0

TABLE 116 RESTRICTIONS ON CONTRACTING OUT

RESTRICTIONS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	86.2	45,776	91.3
PROVISION EXISTS	4	13.8	4,375	8.7
TOTAL	29	100.0	50,151	100.0

TABLE 117 TECHNOLOGICAL CHANGE - ADVANCE NOTICE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	22	75.9	40,860	81.5
6 MONTHS NOTICE REQUIRED DUE TO PLANNED AUTOMATION OR TECHNOLOGICAL CHANGE	1	3.4	237	.5
NOT SPECIFIED	6	20.7	9,054	18.1
TOTAL	29	100.0	50,151	100.0

TABLE 118 TECHNOLOGICAL CHANGE - CONSULTATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	82.8	47,551	94.8
PROVISION EXISTS	5	17.2	2,600	5.2
TOTAL	29	100.0	50,151	100.0

TABLE 119 TECHNOLOGICAL CHANGE - TRAINING BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	79.3	43,354	86.4
PROVISION EXISTS	6	20.7	6,797	13.6
TOTAL	29	100.0	50,151	100.0

TABLE 120 TECHNOLOGICAL CHANGE - ATTRITION ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	100.0	50,151	100.0
TOTAL	29	100.0	50,151	100.0

TABLE 121 TECHNOLOGICAL CHANGE - INCOME PROTECTION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	96.6	48,251	96.2
PROVISION EXISTS	1	3.4	1,900	3.8
TOTAL	29	100.0	50,151	100.0

TABLE 122 TECHNOLOGICAL CHANGE - JOINT AUTOMATION COMMITTEE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	100.0	50,151	100.0
TOTAL	29	100.0	50,151	100.0

TABLE 123 TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCES

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	100.0	50,151	100.0
TOTAL	29	100.0	50,151	100.0

TABLE 124 TECHNOLOGICAL CHANGE - TRANSFER ARRANGEMENTS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	86.2	43,984	87.7
PROVISION EXISTS	4	13.8	6,167	12.3
TOTAL	29	100.0	50,151	100.0

TABLE 125 TECHNOLOGICAL CHANGE - ADVANCE NOTICE OF LAY-OFF

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	96.6	49,821	99.3
PROVISION EXISTS	1	3.4	330	.7
TOTAL	29	100.0	50,151	100.0

TABLE 126 TECHNOLOGICAL CHANGE - SEVERANCE PAY

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	93.1	48,014	95.7
PROVISION EXISTS	2	6.9	2,137	4.3
TOTAL	29	100.0	50,151	100.0

TABLE 127 TECHNOLOGICAL CHANGE - ARBITRATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	28	96.6	49,914	99.5
PROVISION EXISTS	1	3.4	237	.5
TOTAL	29	100.0	50,151	100.0

TABLE 128 ADVANCE NOTICE OF PLANT CLOSING OR RELOCATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	100.0	50,151	100.0
TOTAL	29	100.0	50,151	100.0

TABLE 129 JOB EVALUATION AND UNION PARTICIPATION IN CLASSIFICATION

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	20.7	5,251	10.5
FORMAL JOB EVALUATION PLAN	4	13.8	4,067	8.1
JOINT UNION-MANAGEMENT PARTICIPATION IN JOB CLASSIFICATION ON AD HOC BASIS	19	65.5	40,833	81.4
TOTAL	29	100.0	50,151	100.0

TABLE 130 GRIEVANCE OF JOB CLASSIFICATION OR RE-CLASSIFICATION

GRIEVANCE	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	11	37.9	9,347	18.6
PROVISION EXISTS	18	62.1	40,804	81.4
TOTAL	29	100.0	50,151	100.0

TABLE 131 EQUAL PAY FOR WORK OF EQUAL VALUE

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	25	86.2	47,146	94.0
PROVISION FOR EQUAL PAY FOR EQUAL WORK	3	10.3	1,105	2.2
PROVISION FOR EQUAL PAY FOR WORK OF EQUAL VALUE	1	3.4	1,900	3.8
TOTAL	29	100.0	50,151	100.0

TABLE 132 FREQUENCY OF COST-OF-LIVING ADJUSTMENTS

FREQUENCY	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	93.1	49,516	98.7
AUTOMATIC MONTHLY ADJUSTMENTS	1	3.4	450	.9
OTHER	1	3.4	185	.4
TOTAL	29	100.0	50,151	100.0

TABLE 133 AMOUNT OF COST-OF-LIVING ADJUSTMENTS

AMOUNT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	27	93.1	49,516	98.7
OTHER	2	6.9	635	1.3
TOTAL	29	100.0	50,151	100.0

TABLE 134 ATTENDANCE OR CONTINUOUS SERVICE BONUS

BONUS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	20	69.0	44,025	87.8
CONTINUOUS SERVICE BONUS ONLY	8	27.6	6,026	12.0
ATTENDANCE AND CONTINUOUS SERVICE BONUS	1	3.4	100	.2
TOTAL	29	100.0	50,151	100.0

TABLE 135 EMPLOYER CONTRIBUTION TO BASIC MEDICAL & HOSPITAL PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	20.7	5,317	10.6
33.3 PER CENT	1	3.4	100	.2
50.0 PER CENT	16	55.2	43,160	86.1
70.0 PER CENT	2	6.9	567	1.1
75.0 PER CENT	1	3.4	113	.2
100.0 PER CENT	2	6.9	569	1.1
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	1	3.4	325	.6
TOTAL	29	100.0	50,151	100.0

TABLE 136 SPECIALIZED INSURANCE BENEFITS

PROVISION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	20.7	5,317	10.6
DENTAL CARE PLAN ONLY	19	65.5	36,904	73.6
PRESCRIPTION DRUG PLAN AND DENTAL CARE PLAN	1	3.4	3,700	7.4
COMBINATION OF THREE PLANS	3	10.3	4,230	8.4
TOTAL	29	100.0	50,151	100.0

TABLE 137 MAJOR MEDICAL OR COMPREHENSIVE BENEFIT PLANS*

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	26	89.7	42,551	84.8
PROVISION EXISTS	3	10.3	7,600	15.2
TOTAL	29	100.0	50,151	100.0

TABLE 138 EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	20.7	6,358	12.7
50.0 PER CENT	2	6.9	6,400	12.8
60.0 PER CENT	2	6.9	569	1.1
66.6 PER CENT	12	41.4	34,880	69.5
70.0 PER CENT	1	3.4	237	.5
75.0 PER CENT	1	3.4	113	.2
80.0 PER CENT	1	3.4	100	.2
100.0 PER CENT	1	3.4	330	.7
VARIES FOR DIFFERENT GROUPS OF EMPLOYEES	2	6.9	1,005	2.0
NOT SPECIFIED	1	3.4	159	.3
TOTAL	29	100.0	50,151	100.0

TABLE 139 AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	5	17.2	5,158	10.3
VARIES WITH INCOME OR JOB CLASSIFICATION	20	69.0	43,284	86.3
VARIES BY SEX, MARITAL OR DEPENDENT STATUS	1	3.4	1,200	2.4
NOT SPECIFIED	3	10.3	509	1.0
TOTAL	29	100.0	50,151	100.0

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* For explanation see number 14 in the Definitions at page viii.

TABLE 140 EMPLOYER CONTRIBUTIONS TO A. D. & D. INSURANCE

PER CENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	34.5	10,926	21.8
66.6 PER CENT	12	41.4	34,880	69.5
75.0 PER CENT	1	3.4	113	.2
80.0 PER CENT	1	3.4	100	.2
100.0 PER CENT	1	3.4	680	1.4
NOT SPECIFIED	4	13.8	3,452	6.9
TOTAL	29	100.0	50,151	100.0

TABLE 141 AMOUNT OF BENEFITS PROVIDED IN A. D. & D. INSURANCE

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	10	34.5	10,926	21.8
VARIES WITH INCOME OR JOB CLASSIFICATION	17	58.6	38,432	76.6
NOT SPECIFIED	2	6.9	793	1.6
TOTAL	29	100.0	50,151	100.0

TABLE 142 EMPLOYER CONTRIB. TO WEEKLY SICKNESS & ACCIDENT INDEMNITY

AMOUNT OF PREMIUM CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	79.3	41,745	83.2
70.0 PER CENT	1	3.4	237	.5
75.0 PER CENT	3	10.3	7,600	15.2
100.0 PER CENT	1	3.4	450	.9
NOT SPECIFIED	1	3.4	119	.2
TOTAL	29	100.0	50,151	100.0

TABLE 143 AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

AMOUNT OF BENEFIT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	23	79.3	41,745	83.2
EXPRESSED AS PERCENT OF WAGES	1	3.4	450	.9
VARIES WITH INCOME OR JOB CLASSIFICATION	2	6.9	3,900	7.8
VARIES WITH SEX OR WITH SEX AND INCOME	1	3.4	3,700	7.4
NOT SPECIFIED	2	6.9	356	.7
TOTAL	29	100.0	50,151	100.0

TABLE 144 MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

MAXIMUM DURATION	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	24	82.8	44,445	88.6
26 WEEKS	1	3.4	450	.9
VARIES WITH LENGTH OF SERVICE	2	6.9	4,900	9.8
VARIES BY SEX	1	3.4	119	.2
NOT SPECIFIED	1	3.4	237	.5
TOTAL	29	100.0	50,151	100.0

TABLE 145 LONG TERM DISABILITY BENEFIT PLANS

BENEFIT PLANS	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	20.7	5,650	11.3
PROVISION EXISTS	23	79.3	44,501	88.7
TOTAL	29	100.0	50,151	100.0

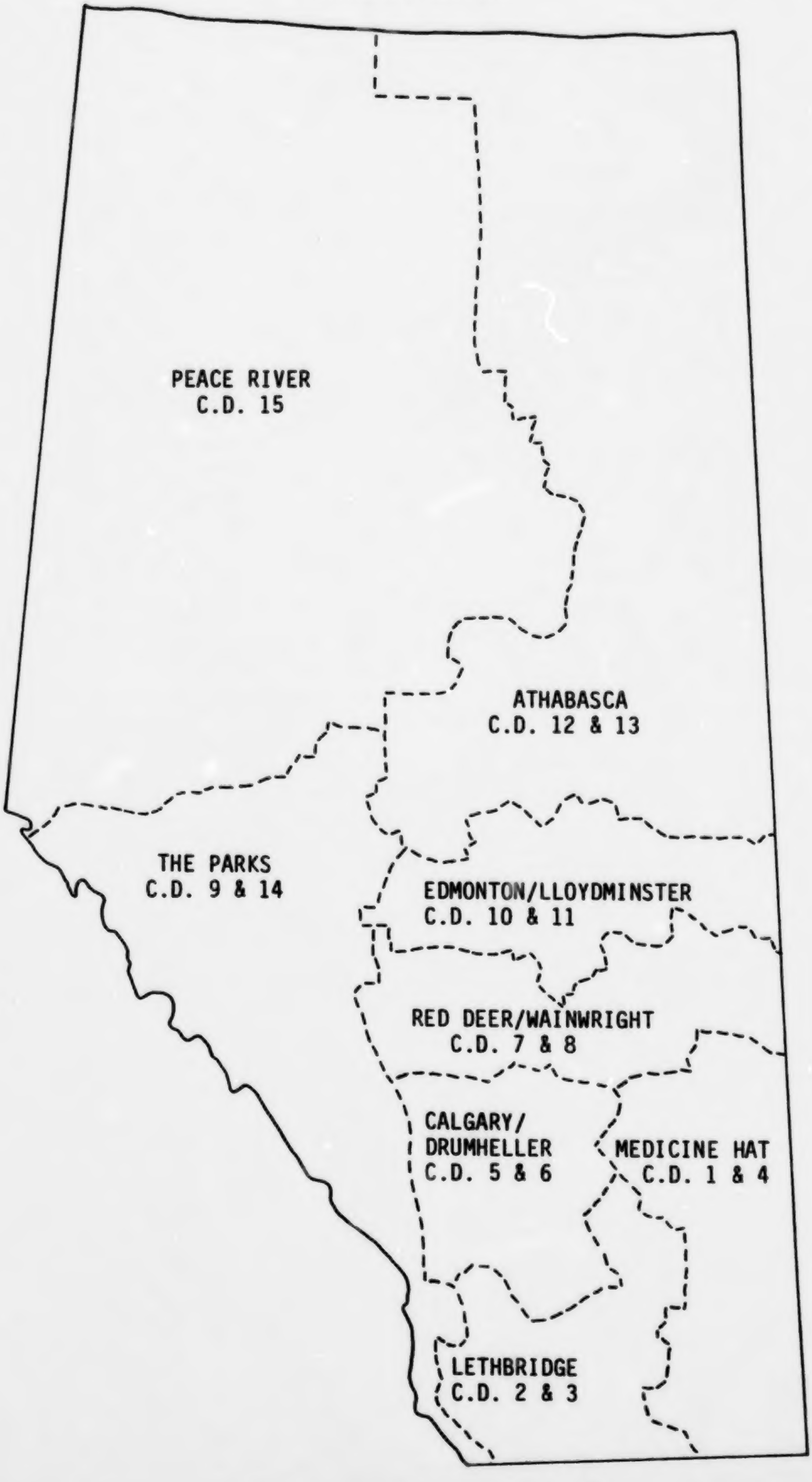
TABLE 146 EMPLOYER CONTRIBUTIONS TO NON-SPECIFIED EMPLOYEE BENEFITS

PERCENT OF PREMIUMS CONTRIBUTED	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	12	41.4	10,894	21.7
100.0 PER CENT	12	41.4	34,880	69.5
NOT SPECIFIED	5	17.2	4,377	8.7
TOTAL	29	100.0	50,151	100.0

TABLE 147 PENSION PLANS

FINANCING ARRANGEMENT	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	19	65.5	41,012	81.8
NON-CONTRIBUTORY	2	6.9	1,152	2.3
CONTRIBUTORY	4	13.8	2,738	5.5
NOT SPECIFIED	4	13.8	5,249	10.5
TOTAL	29	100.0	50,151	100.0

ECONOMIC REGIONS


PEACE RIVER
C.D. 15
ATHABASCA
C.D. 12 & 13
THE PARKS
C.D. 9 & 14
EDMONTON/LLOYDMINSTER
C.D. 10 & 11
RED DEER/WAINWRIGHT
C.D. 7 & 8
CALGARY/
DRUMHELLER
C.D. 5 & 6
MEDICINE HAT
C.D. 1 & 4
LETHBRIDGE
C.D. 2 & 3

APPENDIX II

List of Collective Agreements Included in the Report by Industry

MINING

CARDINAL RIVER COALS LTD	LUSCAR	MINE WORKERS
GREGG RIVER RESOURCES LTD	GREGG RIVER	OPERATING ENGINEERS
LUSCAR STERCO (1977) LTD	COAL VALLEY & EDSON	OPERATING ENGINEERS
MANALTA COAL LTD	WABAMUN AND SUNDANCE	C.L.C. DIRECTLY CHARTERED
SHELL CANADA LIMITED WATERTON GAS PLANT	PINCHER CREEK	ENERGY & CHEMICAL WORKERS
SMOKY RIVER COAL LTD	GRANDE CACHE	STEELWORKERS
SUNCOR INC. RESOURCES GP(OIL SANDS DIV)	FORT MCMURRAY	OIL WORKERS, MCMURRAY INDEP.

MANUFACTURING

ALPHA MILK COMPANY FLUID MILK DIV	INTER-CITY	TEAMSTERS
ATCO COMPANIES	CALGARY	CARPENTERS
BARBER INDUSTRIES	EDMONTON	MOULDERS
BLACKWOODS BEVERAGES LTD	CALGARY	BLACKWOODS BEVERAGES EA
BRITISH COLUMBIA FOREST PRO (SAWMILL)	GRANDE CACHE	WOODWORKERS
BUILDING PRODUCTS OF CANADA LIMITED	EDMONTON	ENERGY & CHEMICAL WORKERS
BURNS MEATS LTD (CANADIAN DRES. MEATS)	EDMONTON & LETHBRIDGE	UNITED FOOD & COMM. WORKERS
C E NATCO LTD	CALGARY	BOILERMAKERS
CANADA CEMENT LAFARGE LTD	EXSHAW	BOILERMAKERS
CANADA PACKERS LIMITED	INTERCITY	UNITED FOOD & COMM. WORKERS
CANADA PACKERS POULTRY	EDMONTON	UNITED FOOD & COMM. WORKERS
CANADIAN FOREST PRODUCTS LTD	CHISHOLM & HIGH LEVEL	WOODWORKERS
CANBRA FOODS LTD	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
CARLING O'KEEFE BREWERIES OF CANADA LTD	CALGARY	RETAIL WHOLESALE UNION
CDN FOREST PRODUCTS (G.P. LUMBER)	GRANDE PRAIRIE	NORTH CDN FOREST EMPL ASSOC
CDN FOREST PRODUCTS (G.P. PLYWOOD)	GRANDE PRAIRIE	WOODWORKERS
CDN FOREST PRODUCTS (HINES CREEK LUM)	HINES CREEK	WOODWORKERS
CELANESE CANADA LIMITED	EDMONTON	ENERGY & CHEMICAL WORKERS
CENTENNIAL PACKERS LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
CIL INC	EDMONTON	ENERGY & CHEMICAL WORKERS
COMINCO LTD	CALGARY	MULTI-UNION
CUSTOM STRUCTURES	SPRUCE GROVE	CARPENTERS
DOMGLAS INC.	REDCLIFF	GLASSWORKERS
DOMINION BRIDGE-ALBERTA UNIT OF AMCA	CALGARY	STEELWORKERS
DVORKIN MEAT PACKERS LTD	CALGARY	UNITED FOOD & COMM. WORKERS
EDMONTON GRAPHIC INDUSTRIES ASSOCIATION	EDMONTON	GRAPHIC COMMUNICATIONS
EMPRESS FOODS LTD	TABER	OPERATING ENGINEERS
EXCHANGER INDUSTRIES LTD	CALGARY	BOILERMAKERS
FIBERGLAS CANADA LIMITED	EDMONTON	ENERGY & CHEMICAL WORKERS
FLETCHER'S (ALBERTA) LIMITED	RED DEER	UNITED FOOD & COMM. WORKERS
GAINERS LIMITED (RED MEAT)	EDMONTON	UNITED FOOD & COMM. WORKERS
GENSTAR CEMENT LTD	EDMONTON & CADOMIN	BOILERMAKERS
GOODYEAR CANADA INC	MEDICINE HAT	RUBBER WORKERS
GREAT NORTHERN APPAREL INC	EDMONTON	GARMENT WORKERS
GULF CANADA LIMITED-EDMONTON REFINERY	EDMONTON	ENERGY & CHEMICAL WORKERS
I-XL INDUSTRIES LTD	MEDICINE HAT RED CLIFF	GLASSWORKERS
IKO INDUSTRIES LIMITED	CALGARY	ENERGY & CHEMICAL WORKERS

INTERPROVINCIAL STEEL & PIPE CORP	RED DEER	IRON WORKERS
IPSCO LTD	EDMONTON	STEELWORKERS
LABATT'S ALBERTA BREWERY	EDMONTON	RETAIL WHOLESALE UNION
LILYDALE CO-OPERATIVE LIMITED	EDMONTON	UNITED FOOD & COMM. WORKERS
LILYDALE CO-OPERATIVE LIMITED	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
LUCERNE FOODS LTD	CALGARY	UNITED FOOD & COMM. WORKERS
MCCOY BROS LTD	EDMONTON	MCCOY BROS EMPL ASSOC
MCGAVIN TOASTMASTER LIMITED	EDMONTON	BAKERY WORKERS
MONTAGNE MEATS-DIV ALTA BEEF PROCESS	CALGARY	MONTAGNE MEATS EMPLOYEE ASSOCI
NORTHERN ALTA DAIRY POOL (COUNTRY BR)	PROVINCE-WIDE	ALTA BRHD DAIRY EMPLOYEES
NORTHERN ALTA DAIRY POOL (EDM)	EDMONTON	ALTA BRHD DAIRY EMPLOYEES
NORTHERN STEEL INC	EDMONTON	IRON WORKERS
NORTHWEST INDUSTRIES LIMITED	EDMONTON	MACHINISTS
NORWOOD FOUNDRY LIMITED	NISKU	NORWOOD FOUNDRY EMPL ASSOC
OLD DUTCH FOODS LTD	CALGARY	UNITED FOOD & COMM. WORKERS
PALM DAIRIES LTD	INTERCITY	TEAMSTERS
PELICAN SPRUCE MILLS LTD	EDSON	PELICAN SPRUCE MILLS EMPLOYEE
PINECREST FOODS LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
PROCOR LIMITED SULPHUR SERVICES DIV	INTERCITY	OPERATING ENGINEERS
PRUDENTIAL STEEL & CARDINAL TUBE CTNGS	CALGARY	STEELWORKERS
SHAW PIPE PROTECTION (ALBERTA) LIMITED	EDMONTON	LABOURERS
SHERRITT GORDON MINES LTD	FORT SASKATCHEWAN	ENERGY & CHEMICAL WORKERS
SICKS' LETHBRIDGE BREWERY LIMITED	LETHBRIDGE	BREWERY WORKERS
ST REGIS (ALBERTA) LIMITED	HINTON	CANADIAN PAPERWORKERS
ST REGIS (ALBERTA) LIMITED	HINTON	WOODWORKERS
STEEL COMPANY OF CANADA LIMITED (STEEL)	EDMONTON	STEELWORKERS
STEEL COMPANY OF CANADA LIMITED(FINISH)	EDMONTON	STEELWORKERS
TRAVELAIRE TRAILER CANADA LTD	RED DEER	WOODWORKERS
UNIVERSAL INDUSTRIES LTD	LLOYDMINSTER	BOILERMAKERS
WESTERN CANADA STEEL CALGARY DIVISION	CALGARY	STEELWORKERS
WESTERN CO-OPERATIVE FERTILIZERS LTD	CALGARY	ENERGY & CHEMICAL WORKERS
WESTERN ROCK BIT COMPANY LIMITED	CALGARY	WESTERN ROCK BIT EMPL ASSOC
WHITE STAG/PARKER SPORTSWEAR	EDMONTON	LADIES' GARMENT WORKERS
XL BEEF-DIV ALBERTA BEEF PROCESSORS	CALGARY	XL BEEF EMPL ASSOC
ZEIDLER FOREST INDUSTRIES LTD	SLAVE LAKE	WOODWORKERS
ZEIDLER FOREST INDUSTRIES LTD	EDMONTON	WOODWORKERS

ALBERTA ROADBUILDERS ASSOCIATION	PROVINCE-WIDE	OPERATING ENGINEERS
CLR-IRONWORKERS TRADE DIVISIONS	PROVINCE-WIDE	IRON WORKERS
CLR-SHEET METAL TRADE DIV	PROVINCE-WIDE	SHEET METAL WORKERS
CLR-SHEETERS,CLADDERS & DECKERS DIV	PROVINCE-WIDE	SHEET METAL WORKERS
ELECTRICAL CONTRACTORS ASSOC OF ALTA	PROVINCE-WIDE	ELECTRICAL WORKERS
GLAZIERS CALGARY (JOB SITE)	CALGARY	GLASSWORKERS
GLAZIERS EDMONTON (JOB SITE)	EDMONTON	PAINTERS & GLAZIERS
MARBLE TILE AND TERRAZZO CONTRACTORS	INTERCITY	BRICKLAYERS
SIDEWALK&CURBS CONTRACTORS MASTER	CALGARY	LABOURERS
SPARROW ELECTRIC CO LTD	INTERCITY	SPARROW ELECT EMPL ASSOC
STEARNS CATALYTIC-DOW CHEM MAINTENANCE	FORT SASKATCHEWAN	MULTI-UNION
STEARNS CATALYTIC-SUNCOR INC	TAR ISLAND	MULTI-UNION
STEARNS CATALYTIC-SYNCRUDE	MILDRED LAKE	MULTI-UNION

TRANSPORTATION, COMMUNICATION AND UTILITIES

ACCESS ALBERTA	PROVINCE WIDE	ELECTRICAL WORKERS
ALBERTA GOVERNMENT TELEPHONES	PROVINCE-WIDE	ELECTRICAL WORKERS
ALBERTA GOVERNMENT TELEPHONES (CLERC)	PROVINCE-WIDE	ELECTRICAL WORKERS
ALBERTA GOVERNMENT TELEPHONES-TRAFFIC	PROVINCE-WIDE	ELECTRICAL WORKERS
ALBERTA POWER LIMITED	PROVINCE-WIDE	ALTA POWER EMPL ASSOC
BYERS TRANSPORT LTD	PROVINCE-WIDE	TEAMSTERS
CALGARY HANDI-BUSES ASSOCIATION	CALGARY	AMALGAMATED TRANSIT
CALGARY, THE CITY OF	CALGARY	AMALGAMATED TRANSIT
CALGARY,THE CITY OF	CALGARY	ELECTRICAL WORKERS
CANADIAN COACHWAYS (ALBERTA) LIMITED	CALGARY	AMALGAMATED TRANSIT
CANADIAN WESTERN NATURAL GAS COLTDPLANT	CALGARY & LETHBRIDGE	NATURAL GAS EMPL WELF ASSOC
CANADIAN WESTERN NATURAL GASCOLTDOFFICE	CALGARY & LETHBRIDGE	NATURAL GAS EMPL WELF ASSOC
EDMONTON AMBULANCE AUTHORITY	EDMONTON	EDM AMBUL AUTH EMPL ASSOC
EDMONTON,THE CITY OF (POWER UNIT)	EDMONTON	ELECTRICAL WORKERS
EDMONTON,THE CITY OF (TRANSIT)	EDMONTON	AMALGAMATED TRANSIT
EDMONTON,THE CITY OF (TELEPHONES)	EDMONTON	ELECTRICAL WORKERS
GREY GOOSE BUS LINES (ALBERTA) LTD	CALGARY	RAILWAY WORKERS
GREYHOUND LINES OF CANADA LTD	CALGARY	AMALGAMATED TRANSIT
GRIMSHAW TRUCKING & DISTRIBUTING LTD	EDMONTON	TEAMSTERS
ICG UTILITIES (PLAINS-WESTERN) LTD	PROVINCE-WIDE	ENERGY & CHEMICAL WORKERS
KINGSWAY TRANSPORT LTD	PROVINCE-WIDE	TEAMSTERS
LAIDLAW WASTE SYSTEMS LTD	INTERCITY	RAILWAY WORKERS
MACDONALD'S CONSOLIDATED LTD	CALGARY	TEAMSTERS
MACDONALDS CONSOLIDATED	EDMONTON	UNITED FOOD & COMM. WORKERS
NORTHWESTERN UTILITIES LIMITED (OFFICE)	PROVINCE-WIDE	NATURAL GAS EMPL BEN ASSOC
NORTHWESTERN UTILITIES LIMITED (PLANT)	PROVINCE-WIDE	NATURAL GAS EMPL BEN ASSOC
TEAMSTER MASTER AGREEMENT	EDMONTON	TEAMSTERS
TRANSALTA UTILITIES CORP	PROVINCE-WIDE	TRANSALTA EMPL ASSOC
TRANSALTA UTILITIES CORP	WABAMUN & SEBA BEACH	ELECTRICAL WORKERS
TRI-LINE EXPRESSWAYS (CENTRAL DISPATCH)	CALGARY EDMONTON	TEAMSTERS

ALBERTA BREWERS AGENTS LIMITED	EDMONTON	RETAIL WHOLESALE UNION
ALBERTA BREWERS AGENTS LTD	INTERCITY	RETAIL WHOLESALE UNION
ALBERTA LIQUOR CONTROL BOARD	PROVINCE-WIDE	A. U. P. E.
CALGARY CO-OP ASSOC LTD	CALGARY	CALCO CLUB
CANADA SAFEWAY (OUTSIDE POINTS)	INTER CITY	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	MEDICINE HAT	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	EDMONTON	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	EDMONTON	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
EDMONTON CO-OPERATIVE ASSOCIATION LTD	EDMONTON	UNITED FOOD & COMM. WORKERS
FEDERATED CO-OPERATIVE LTD	CALGARY	TEAMSTERS
FERGUSON SUPPLY LTD	CALGARY & EDMONTON	MACHINISTS
FERRARO'S LTD (SUPER VALU CALGARY)	CALGARY	UNITED FOOD & COMM. WORKERS
FOOD FOR LESS	EDMONTON	UNITED FOOD & COMM. WORKERS
FOOD FOR LESS	CALGARY	UNITED FOOD & COMM. WORKERS
HORNE & PITFIELD FOODS LIMITED	EDMONTON	UNITED FOOD & COMM. WORKERS
HORNE & PITFIELD FOODS LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
ICG CANADIAN PROPANE LTD	INTERCITY	TEAMSTERS
MEDICINE HAT CO-OP LIMITED	MEDICINE HAT	UNITED FOOD & COMM. WORKERS
PINCHER CREEK COOPERATIVE ASSOC LTD	PINCHER CREEK-COWLEY	RETAIL WHOLESALE UNION
R ANGUS ALBERTA LIMITED	PROVINCE-WIDE	INDEP UNION HVY EQUIP TRDS
SUPERSTORE	EDMONTON	UNITED FOOD & COMM. WORKERS

ALBERTA CANCER BOARD	INTERCITY	STAFF NURSES, ALTA CANCER
ALBERTA CANCER BOARD	INTERCITY	A. U. P. E.
ALBERTA CANCER BOARD (PARA TECH)	INTERCITY	HEALTH SCIENCE ASSOCIATION
ALBERTA CHILDRENS PROV GEN HOSPITAL	CALGARY	UNITED NURSES OF ALBERTA
ALBERTA FOOD & HOUSING CONTRACTORS	PROVINCE WIDE	HOTEL & RESTAURANT EMPL
ALBERTA HOSPITAL ASSN PARAMEDIC TECH	PROVINCE-WIDE	HEALTH SCIENCE ASSOCIATION
ALBERTA HOSPITAL ASSOC PARAMEDIC PROF.	PROVINCE-WIDE	HEALTH SCIENCE ASSOCIATION
ALBERTA HOSPITAL ASSOCIATION	PROVINCE-WIDE	AARNA
ALBERTA HOSPITAL ASSOCIATION	PROVINCE-WIDE	UNITED NURSES OF ALBERTA
ALBERTA HOSPITAL ASSOCIATION	PROVINCE-WIDE	C. U. P. E.
ALTA CHILDRENS PROV GEN HOSP PARA TECH	CALGARY	HEALTH SCIENCE ASSOCIATION
CALGARY LOCAL BOARD OF HEALTH	CALGARY	STAFF NURSES, CALG LOC BD
CALGARY LOCAL BOARD OF HEALTH	CALGARY	C. U. P. E.
CALGARY PUBLIC LIBRARY BOARD	CALGARY	C. U. P. E.
CALGARY RC SEPARATE SCHOOL DISTRICT # 1	CALGARY	C. U. P. E.
CALGARY SCHOOL DISTRICT NO 19	CALGARY	SCH SUPP STAFF, CALGARY #19
CALGARY SCHOOL DISTRICT NO 19	CALGARY	C. U. P. E.
CARA OPERATIONS (AIRLINE SERVICE DIV)	CALGARY	TEAMSTERS
CHATEAU LACOMBE HOTEL (LANCH HOLDINGS)	EDMONTON	HOTEL & RESTAURANT EMPL
CP HOTELS LTD-HOTEL PALLISER(MAIN GROUP	CALGARY	RAILWAY WORKERS
EDMONTON GENERAL HOSPITAL	EDMONTON	ALTA HOSP EA, EDM GENERAL
EDMONTON LOCAL BOARD OF HEALTH	EDMONTON	CIVIC SERVICE UNION
EDMONTON LOCAL BOARD OF HEALTH	EDMONTON	STAFF NURSES, EDM LOC BD
EDMONTON PUBLIC LIBRARY BOARD	EDMONTON	CIVIC SERVICE UNION
EDMONTON RCSSD NO 7	EDMONTON	SCH SUPP STAFF, EDM RCSSD #7
EDMONTON RCSSD NO 7	EDMONTON	C. U. P. E.
EDMONTON SCHOOL DISTRICT NO 7	EDMONTON	SCH SUPP STAFF, EDM PDS #7
EDMONTON SCHOOL DISTRICT NO 7	EDMONTON	C. U. P. E.
EDMONTON SCHOOL DISTRICT NO 7	EDMONTON	C. U. P. E.
FOOTHILLS PROVINCIAL GENERAL HOSPITAL	CALGARY	UNITED NURSES OF ALBERTA
FOOTHILLS PROVINCIAL GENERAL HOSPITAL	CALGARY	A. U. P. E.
FOOTHILLS PROVINCIAL HOSP PARA TECH	CALGARY	HEALTH SCIENCE ASSOCIATION
FORT MCMURRAY SCHOOL DISTRICT NO 2833	FORT MCMURRAY	C. U. P. E.
GLENBOW-ALBERTA INSTITUTE	CALGARY	C. U. P. E.
GLENROSE PROVINCIAL GENERAL HOSPITAL	EDMONTON	AARNA
GLENROSE PROVINCIAL GENERAL HOSPITAL	EDMONTON	UNITED NURSES OF ALBERTA
GLENROSE PROVINCIAL GENERAL HOSPITAL	EDMONTON	A. U. P. E.

GLENROSE REHABILITATION HOSP PARA PROF	EDMONTON	HEALTH SCIENCE ASSOCIATION
GRANDE PRAIRIE REGIONAL COLLEGE (ACAD)	GRANDE PRAIRIE	GD PRAIRIE COLL ACAD STAFF
GRANDE PRAIRIE SCHOOL DISTRICT NO 2357	GRANDE PRAIRIE	SCH SUPP STAFF, GP SD #2357
HEALTH UNIT ASSOCIATION OF ALBERTA	INTER-CITY	UNITED NURSES OF ALBERTA
JASPER PARK LODGE	JASPER	RAILWAY WORKERS
KEYANO COLLEGE (SUPPORT STAFF)	FORT MCMURRAY	C. U. P. E.
LETHBRIDGE COMMUNITY COLLEGE (FACULTY)	LETHBRIDGE	LETH COM COLL FACULTY ASSOC
LETHBRIDGE SCHOOL DISTRICT NO 51	LETHBRIDGE	C. U. P. E.
LETHBRIDGE SCHOOL DISTRICT NO 51	LETHBRIDGE	C. U. P. E.
MEDICINE HAT COLLEGE (SUPPORT STAFF)	MEDICINE HAT	A. U. P. E.
MEDICINE HAT SCHOOL DISTRICT NO 76	MEDICINE HAT	C. U. P. E.
METRO-EDMONTON HOSPITAL (CAMSELL)	EDMONTON	ALTA HOSP EA, C CAMSELL GEN
MOUNT ROYAL COLLEGE (SUPPORT STAFF)	CALGARY	MT ROYAL COLL SUPP STAFF
NAIT (SUPPORT STAFF)	EDMONTON	A. U. P. E.
NB COOK (CHINOOKBRENTWOODSOUTHWOOD NH)	CALGARY	C. U. P. E.
NON-DESTRUCTIVE TESTING COMPANIES	PROVINCE WIDE	MULTI-UNION
OLDS COLLEGE (SUPPORT STAFF)	OLDS	A. U. P. E.
RED DEER COLLEGE (FACULTY)	RED DEER	RED DEER COLL FACULTY ASSOC
RESEARCH COUNCIL OF ALBERTA	EDMONTON	A. U. P. E.
ROYAL ALEXANDRA HOSPITAL	EDMONTON	ALTA HOSP EA, ROYAL ALEX.
ROYAL ALEXANDRA HOSPITAL	EDMONTON	A. U. P. E.
ROYAL ALEXANDRA HOSPITAL,THE	EDMONTON	UNITED NURSES OF ALBERTA
SAIT (SUPPORT STAFF)	CALGARY	A. U. P. E.
SERPATHCO SERV(CAL MED LABS PARA TECH)	CALGARY	HEALTH SCIENCE ASSOCIATION
ST ALBERT PROTESTANT SSD NO 6	ST ALBERT	C. U. P. E.
SUNNYSIDE NURS HOME AND HAVEN OF REST	MEDICINE HAT	HAVEN AND SUNNYSIDE N.H. E.A.
UNIVERSITY HOSPITAL	EDMONTON	STAFF NURSES, U OF A HOSP
UNIVERSITY HOSPITAL PARAMEDIC TECH	EDMONTON	HEALTH SCIENCE ASSOCIATION
UNIVERSITY HOSPITAL-PARAMEDIC PROFF	EDMONTON	HEALTH SCIENCE ASSOCIATION
UNIVERSITY OF ALBERTA HOSPITAL	EDMONTON	A. U. P. E.
UNIVERSITY OF ALBERTA (SUPPORT STAFF)	EDMONTON	U OF A NON ACAD STAFF ASSOC
UNIVERSITY OF ALBERTA HOSPITAL	EDMONTON	AARNA
UNIVERSITY OF CALGARY (SUPPORT STAFF)	CALGARY	A. U. P. E.
UNIVERSITY OF LETHBRIDGE (SUPP STAFF)	LETHBRIDGE	A. U. P. E.
VS SERVICES LTD (MASTER)	INTERCITY	C. U. P. E.
YELLOWHEAD SCHOOL DIVISION NO 12	EDSON	C. U. P. E.

ALBERTA MORTGAGE & HOUSING CORP	EDMONTON	A. U. P. E.
ALTA GOVT-ADMIN & PROGRAM SUPPORT	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-ADMIN & SUPPORT	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-CORRECTIONAL & REGULATORY	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-EDUCATIONAL SERVICES	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-GENERAL & FIELD SUPPORT	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-HEALTH & THERAPY	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-INSTITUTIONAL&PATIENT SER	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-MEDICAL & REHABILITATION	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-NATURAL RESOURCES	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-SOCIAL SERVICES	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-TECHNICAL SERVICES	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-TRADES & RELATED SERVICES	PROVINCE-WIDE	A. U. P. E.
CALGARY THE CITY OF	CALGARY	POLICE ASSOC, CALGARY
CALGARY, THE CITY OF	CALGARY	C. U. P. E.
CALGARY,THE CITY OF	CALGARY	AMBULANCE PERSONNEL ASSOC
CALGARY,THE CITY OF	CALGARY	FIREFIGHTERS
CALGARY,THE CITY OF	CALGARY	C. U. P. E.
EDMONTON, THE CITY OF	EDMONTON	POLICE ASSOC, EDMONTON
EDMONTON, THE CITY OF	EDMONTON	FIREFIGHTERS
EDMONTON, THE CITY OF	EDMONTON	C. U. P. E.
EDMONTON,THE CITY OF	EDMONTON	CIVIC SERVICE UNION
FORT MCMURRAY CITY	FORT MCMURRAY	C. U. P. E.
GRANDE PRAIRIE,THE CITY OF	GRANDE PRAIRIE	C. U. P. E.
LETHBRIDGE CITY OF (INSIDE/OUTSIDE)	LETHBRIDGE	C. U. P. E.
LETHBRIDGE, THE CITY OF	LETHBRIDGE	FIREFIGHTERS
MEDICINE HAT,THE CITY OF	MEDICINE HAT	C. U. P. E.
PARKLAND COUNTY NO 31	PARKLAND COUNTY	CNTY PARKLAND EMPL ASSOC
RED DEER, THE CITY OF	RED DEER	C. U. P. E.

MINING

CARDINAL RIVER COALS LTD	LUSCAR	MINE WORKERS
GREGG RIVER RESOURCES LTD	GREGG RIVER	OPERATING ENGINEERS
LUSCAR STERCO (1977) LTD	COAL VALLEY & EDSON	OPERATING ENGINEERS
MANALTA COAL LTD	WABAMUN AND SUNDANCE	C.L.C. DIRECTLY CHARTERED
SHELL CANADA LIMITED WATERTON GAS PLANT	PINCHER CREEK	ENERGY & CHEMICAL WORKERS
SMOKY RIVER COAL LTD	GRANDE CACHE	STEELWORKERS
SUNCOR INC. RESOURCES GP(OIL SANDS DIV)	FORT MCMURRAY	OIL WORKERS, MCMURRAY INDEP.

MANUFACTURING

ALPHA MILK COMPANY FLUID MILK DIV	INTER-CITY	TEAMSTERS
ATCO COMPANIES	CALGARY	CARPENTERS
BARBER INDUSTRIES	EDMONTON	MOULDERS
BLACKWOODS BEVERAGES LTD	CALGARY	BLACKWOODS BEVERAGES EA
BRITISH COLUMBIA FOREST PRO (SAWMILL)	GRANDE CACHE	WOODWORKERS
BUILDING PRODUCTS OF CANADA LIMITED	EDMONTON	ENERGY & CHEMICAL WORKERS
BURNS MEATS LTD (CANADIAN DRES. MEATS)	EDMONTON & LETHBRIDGE	UNITED FOOD & COMM. WORKERS
C E NATCO LTD	CALGARY	BOILERMAKERS
CANADA CEMENT LAFARGE LTD	EXSHAW	BOILERMAKERS
CANADA PACKERS LIMITED	INTERCITY	UNITED FOOD & COMM. WORKERS
CANADA PACKERS POULTRY	EDMONTON	UNITED FOOD & COMM. WORKERS
CANADIAN FOREST PRODUCTS LTD	CHISHOLM & HIGH LEVEL	WOODWORKERS
CANBRA FOODS LTD	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
CARLING O'KEEFE BREWERIES OF CANADA LTD	CALGARY	RETAIL WHOLESALE UNION
CDN FOREST PRODUCTS (G.P. LUMBER)	GRANDE PRAIRIE	NORTH CDN FOREST EMPL ASSOC
CDN FOREST PRODUCTS (G.P. PLYWOOD)	GRANDE PRAIRIE	WOODWORKERS
CDN FOREST PRODUCTS (HINES CREEK LUM)	HINES CREEK	WOODWORKERS
CELANESE CANADA LIMITED	EDMONTON	ENERGY & CHEMICAL WORKERS
CENTENNIAL PACKERS LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
CIL INC	EDMONTON	ENERGY & CHEMICAL WORKERS
COMINCO LTD	CALGARY	MULTI-UNION
CUSTOM STRUCTURES	SPRUCE GROVE	CARPENTERS
DOMGLAS INC.	REDCLIFF	GLASSWORKERS
DOMINION BRIDGE-ALBERTA UNIT OF AMCA	CALGARY	STEELWORKERS
DVORKIN MEAT PACKERS LTD	CALGARY	UNITED FOOD & COMM. WORKERS
EDMONTON GRAPHIC INDUSTRIES ASSOCIATION	EDMONTON	GRAPHIC COMMUNICATIONS
EMPRESS FOODS LTD	TABER	OPERATING ENGINEERS
EXCHANGER INDUSTRIES LTD	CALGARY	BOILERMAKERS
FIBERGLAS CANADA LIMITED	EDMONTON	ENERGY & CHEMICAL WORKERS
FLETCHER'S (ALBERTA) LIMITED	RED DEER	UNITED FOOD & COMM. WORKERS
GAINERS LIMITED (RED MEAT)	EDMONTON	UNITED FOOD & COMM. WORKERS
GENSTAR CEMENT LTD	EDMONTON & CADOMIN	BOILERMAKERS
GOODYEAR CANADA INC	MEDICINE HAT	RUBBER WORKERS
GREAT NORTHERN APPAREL INC	EDMONTON	GARMENT WORKERS
GULF CANADA LIMITED-EDMONTON REFINERY	EDMONTON	ENERGY & CHEMICAL WORKERS
I-XL INDUSTRIES LTD	MEDICINE HAT RED CLIFF	GLASSWORKERS
IKO INDUSTRIES LIMITED	CALGARY	ENERGY & CHEMICAL WORKERS

INTERPROVINCIAL STEEL & PIPE CORP	RED DEER	IRON WORKERS
IPSCO LTD	EDMONTON	STEELWORKERS
LABATT'S ALBERTA BREWERY	EDMONTON	RETAIL WHOLESALE UNION
LILYDALE CO-OPERATIVE LIMITED	EDMONTON	UNITED FOOD & COMM. WORKERS
LILYDALE CO-OPERATIVE LIMITED	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
LUCERNE FOODS LTD	CALGARY	UNITED FOOD & COMM. WORKERS
MCCOY BROS LTD	EDMONTON	MCCOY BROS EMPL ASSOC
MCGAVIN TOASTMASTER LIMITED	EDMONTON	BAKERY WORKERS
MONTAGNE MEATS-DIV ALTA BEEF PROCESS	CALGARY	MONTAGNE MEATS EMPLOYEE ASSOCI
NORTHERN ALTA DAIRY POOL (COUNTRY BR)	PROVINCE-WIDE	ALTA BRHD DAIRY EMPLOYEES
NORTHERN ALTA DAIRY POOL (EDM)	EDMONTON	ALTA BRHD DAIRY EMPLOYEES
NORTHERN STEEL INC	EDMONTON	IRON WORKERS
NORTHWEST INDUSTRIES LIMITED	EDMONTON	MACHINISTS
NORWOOD FOUNDRY LIMITED	NISKU	NORWOOD FOUNDRY EMPL ASSOC
OLD DUTCH FOODS LTD	CALGARY	UNITED FOOD & COMM. WORKERS
PALM DAIRIES LTD	INTERCITY	TEAMSTERS
PELICAN SPRUCE MILLS LTD	EDSON	PELICAN SPRUCE MILLS EMPLOYEE
PINECREST FOODS LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
PROCOR LIMITED SULPHUR SERVICES DIV	INTERCITY	OPERATING ENGINEERS
PRUDENTIAL STEEL & CARDINAL TUBE CTNGS	CALGARY	STEELWORKERS
SHAW PIPE PROTECTION (ALBERTA) LIMITED	EDMONTON	LABOURERS
SHERRITT GORDON MINES LTD	FORT SASKATCHEWAN	ENERGY & CHEMICAL WORKERS
SICKS' LETHBRIDGE BREWERY LIMITED	LETHBRIDGE	BREWERY WORKERS
ST REGIS (ALBERTA) LIMITED	HINTON	CANADIAN PAPERWORKERS
ST REGIS (ALBERTA) LIMITED	HINTON	WOODWORKERS
STEEL COMPANY OF CANADA LIMITED (STEEL)	EDMONTON	STEELWORKERS
STEEL COMPANY OF CANADA LIMITED(FINISH)	EDMONTON	STEELWORKERS
TRAVELAIRE TRAILER CANADA LTD	RED DEER	WOODWORKERS
UNIVERSAL INDUSTRIES LTD	LLOYDMINSTER	BOILERMAKERS
WESTERN CANADA STEEL CALGARY DIVISION	CALGARY	STEELWORKERS
WESTERN CO-OPERATIVE FERTILIZERS LTD	CALGARY	ENERGY & CHEMICAL WORKERS
WESTERN ROCK BIT COMPANY LIMITED	CALGARY	WESTERN ROCK BIT EMPL ASSOC
WHITE STAG/PARKER SPORTSWEAR	EDMONTON	LADIES' GARMENT WORKERS
XL BEEF-DIV ALBERTA BEEF PROCESSORS	CALGARY	XL BEEF EMPL ASSOC
ZEIDLER FOREST INDUSTRIES LTD	SLAVE LAKE	WOODWORKERS
ZEIDLER FOREST INDUSTRIES LTD	EDMONTON	WOODWORKERS

ALBERTA ROADBUILDERS ASSOCIATION	PROVINCE-WIDE	OPERATING ENGINEERS
CLR-IRONWORKERS TRADE DIVISIONS	PROVINCE-WIDE	IRON WORKERS
CLR-SHEET METAL TRADE DIV	PROVINCE-WIDE	SHEET METAL WORKERS
CLR-SHEETERS,CLADDERS & DECKERS DIV	PROVINCE-WIDE	SHEET METAL WORKERS
ELECTRICAL CONTRACTORS ASSOC OF ALTA	PROVINCE-WIDE	ELECTRICAL WORKERS
GLAZIERS CALGARY (JOB SITE)	CALGARY	GLASSWORKERS
GLAZIERS EDMONTON (JOB SITE)	EDMONTON	PAINTERS & GLAZIERS
MARBLE TILE AND TERRAZZO CONTRACTORS	INTERCITY	BRICKLAYERS
SIDEWALK&CURBS CONTRACTORS MASTER	CALGARY	LABOURERS
SPARROW ELECTRIC CO LTD	INTERCITY	SPARROW ELECT EMPL ASSOC
STEARNS CATALYTIC-DOW CHEM MAINTENANCE	FORT SASKATCHEWAN	MULTI-UNION
STEARNS CATALYTIC-SUNCOR INC	TAR ISLAND	MULTI-UNION
STEARNS CATALYTIC-SYNCRUDE	MILDRED LAKE	MULTI-UNION

TRANSPORTATION, COMMUNICATION AND UTILITIES

ACCESS ALBERTA	PROVINCE WIDE	ELECTRICAL WORKERS
ALBERTA GOVERNMENT TELEPHONES	PROVINCE-WIDE	ELECTRICAL WORKERS
ALBERTA GOVERNMENT TELEPHONES (CLERC)	PROVINCE-WIDE	ELECTRICAL WORKERS
ALBERTA GOVERNMENT TELEPHONES-TRAFFIC	PROVINCE-WIDE	ELECTRICAL WORKERS
ALBERTA POWER LIMITED	PROVINCE-WIDE	ALTA POWER EMPL ASSOC
BYERS TRANSPORT LTD	PROVINCE-WIDE	TEAMSTERS
CALGARY HANDI-BUSES ASSOCIATION	CALGARY	AMALGAMATED TRANSIT
CALGARY, THE CITY OF	CALGARY	AMALGAMATED TRANSIT
CALGARY,THE CITY OF	CALGARY	ELECTRICAL WORKERS
CANADIAN COACHWAYS (ALBERTA) LIMITED	CALGARY	AMALGAMATED TRANSIT
CANADIAN WESTERN NATURAL GAS COLTDPLANT	CALGARY & LETHBRIDGE	NATURAL GAS EMPL WELF ASSOC
CANADIAN WESTERN NATURAL GASCOLTDOFFICE	CALGARY & LETHBRIDGE	NATURAL GAS EMPL WELF ASSOC
EDMONTON AMBULANCE AUTHORITY	EDMONTON	EDM AMBUL AUTH EMPL ASSOC
EDMONTON,THE CITY OF (POWER UNIT)	EDMONTON	ELECTRICAL WORKERS
EDMONTON,THE CITY OF (TRANSIT)	EDMONTON	AMALGAMATED TRANSIT
EDMONTON,THE CITY OF (TELEPHONES)	EDMONTON	ELECTRICAL WORKERS
GREY GOOSE BUS LINES (ALBERTA) LTD	CALGARY	RAILWAY WORKERS
GREYHOUND LINES OF CANADA LTD	CALGARY	AMALGAMATED TRANSIT
GRIMSHAW TRUCKING & DISTRIBUTING LTD	EDMONTON	TEAMSTERS
ICG UTILITIES (PLAINS-WESTERN) LTD	PROVINCE-WIDE	ENERGY & CHEMICAL WORKERS
KINGSWAY TRANSPORT LTD	PROVINCE-WIDE	TEAMSTERS
LAIDLAW WASTE SYSTEMS LTD	INTERCITY	RAILWAY WORKERS
MACDONALD'S CONSOLIDATED LTD	CALGARY	TEAMSTERS
MACDONALDS CONSOLIDATED	EDMONTON	UNITED FOOD & COMM. WORKERS
NORTHWESTERN UTILITIES LIMITED (OFFICE)	PROVINCE-WIDE	NATURAL GAS EMPL BEN ASSOC
NORTHWESTERN UTILITIES LIMITED (PLANT)	PROVINCE-WIDE	NATURAL GAS EMPL BEN ASSOC
TEAMSTER MASTER AGREEMENT	EDMONTON	TEAMSTERS
TRANSALTA UTILITIES CORP	PROVINCE-WIDE	TRANSALTA EMPL ASSOC
TRANSALTA UTILITIES CORP	WABAMUN & SEBA BEACH	ELECTRICAL WORKERS
TRI-LINE EXPRESSWAYS (CENTRAL DISPATCH)	CALGARY EDMONTON	TEAMSTERS

ALBERTA BREWERS AGENTS LIMITED	EDMONTON	RETAIL WHOLESALE UNION
ALBERTA BREWERS AGENTS LTD	INTERCITY	RETAIL WHOLESALE UNION
ALBERTA LIQUOR CONTROL BOARD	PROVINCE-WIDE	A. U. P. E.
CALGARY CO-OP ASSOC LTD	CALGARY	CALCO CLUB
CANADA SAFEWAY (OUTSIDE POINTS)	INTER CITY	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	MEDICINE HAT	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	EDMONTON	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	EDMONTON	UNITED FOOD & COMM. WORKERS
CANADA SAFEWAY LIMITED	LETHBRIDGE	UNITED FOOD & COMM. WORKERS
EDMONTON CO-OPERATIVE ASSOCIATION LTD	EDMONTON	UNITED FOOD & COMM. WORKERS
FEDERATED CO-OPERATIVE LTD	CALGARY	TEAMSTERS
FERGUSON SUPPLY LTD	CALGARY & EDMONTON	MACHINISTS
FERRARO'S LTD (SUPER VALU CALGARY)	CALGARY	UNITED FOOD & COMM. WORKERS
FOOD FOR LESS	EDMONTON	UNITED FOOD & COMM. WORKERS
FOOD FOR LESS	CALGARY	UNITED FOOD & COMM. WORKERS
HORNE & PITFIELD FOODS LIMITED	EDMONTON	UNITED FOOD & COMM. WORKERS
HORNE & PITFIELD FOODS LIMITED	CALGARY	UNITED FOOD & COMM. WORKERS
ICG CANADIAN PROPANE LTD	INTERCITY	TEAMSTERS
MEDICINE HAT CO-OP LIMITED	MEDICINE HAT	UNITED FOOD & COMM. WORKERS
PINCHER CREEK COOPERATIVE ASSOC LTD	PINCHER CREEK-COWLEY	RETAIL WHOLESALE UNION
R ANGUS ALBERTA LIMITED	PROVINCE-WIDE	INDEP UNION HVY EQUIP TRDS
SUPERSTORE	EDMONTON	UNITED FOOD & COMM. WORKERS

ALBERTA CANCER BOARD	INTERCITY	STAFF NURSES, ALTA CANCER
ALBERTA CANCER BOARD	INTERCITY	A. U. P. E.
ALBERTA CANCER BOARD (PARA TECH)	INTERCITY	HEALTH SCIENCE ASSOCIATION
ALBERTA CHILDRENS PROV GEN HOSPITAL	CALGARY	UNITED NURSES OF ALBERTA
ALBERTA FOOD & HOUSING CONTRACTORS	PROVINCE WIDE	HOTEL & RESTAURANT EMPL
ALBERTA HOSPITAL ASSN PARAMEDIC TECH	PROVINCE-WIDE	HEALTH SCIENCE ASSOCIATION
ALBERTA HOSPITAL ASSOC PARAMEDIC PROF.	PROVINCE-WIDE	HEALTH SCIENCE ASSOCIATION
ALBERTA HOSPITAL ASSOCIATION	PROVINCE-WIDE	AARNA
ALBERTA HOSPITAL ASSOCIATION	PROVINCE-WIDE	UNITED NURSES OF ALBERTA
ALBERTA HOSPITAL ASSOCIATION	PROVINCE-WIDE	C. U. P. E.
ALTA CHILDRENS PROV GEN HOSP PARA TECH	CALGARY	HEALTH SCIENCE ASSOCIATION
CALGARY LOCAL BOARD OF HEALTH	CALGARY	STAFF NURSES, CALG LOC BD
CALGARY LOCAL BOARD OF HEALTH	CALGARY	C. U. P. E.
CALGARY PUBLIC LIBRARY BOARD	CALGARY	C. U. P. E.
CALGARY RC SEPARATE SCHOOL DISTRICT # 1	CALGARY	C. U. P. E.
CALGARY SCHOOL DISTRICT NO 19	CALGARY	SCH SUPP STAFF, CALGARY #19
CALGARY SCHOOL DISTRICT NO 19	CALGARY	C. U. P. E.
CARA OPERATIONS (AIRLINE SERVICE DIV)	CALGARY	TEAMSTERS
CHATEAU LACOMBE HOTEL (LANCH HOLDINGS)	EDMONTON	HOTEL & RESTAURANT EMPL
CP HOTELS LTD-HOTEL PALLISER(MAIN GROUP	CALGARY	RAILWAY WORKERS
EDMONTON GENERAL HOSPITAL	EDMONTON	ALTA HOSP EA, EDM GENERAL
EDMONTON LOCAL BOARD OF HEALTH	EDMONTON	CIVIC SERVICE UNION
EDMONTON LOCAL BOARD OF HEALTH	EDMONTON	STAFF NURSES, EDM LOC BD
EDMONTON PUBLIC LIBRARY BOARD	EDMONTON	CIVIC SERVICE UNION
EDMONTON RCSSD NO 7	EDMONTON	SCH SUPP STAFF, EDM RCSSD #7
EDMONTON RCSSD NO 7	EDMONTON	C. U. P. E.
EDMONTON SCHOOL DISTRICT NO 7	EDMONTON	SCH SUPP STAFF, EDM PDS #7
EDMONTON SCHOOL DISTRICT NO 7	EDMONTON	C. U. P. E.
EDMONTON SCHOOL DISTRICT NO 7	EDMONTON	C. U. P. E.
FOOTHILLS PROVINCIAL GENERAL HOSPITAL	CALGARY	UNITED NURSES OF ALBERTA
FOOTHILLS PROVINCIAL GENERAL HOSPITAL	CALGARY	A. U. P. E.
FOOTHILLS PROVINCIAL HOSP PARA TECH	CALGARY	HEALTH SCIENCE ASSOCIATION
FORT MCMURRAY SCHOOL DISTRICT NO 2833	FORT MCMURRAY	C. U. P. E.
GLENBOW-ALBERTA INSTITUTE	CALGARY	C. U. P. E.
GLENROSE PROVINCIAL GENERAL HOSPITAL	EDMONTON	AARNA
GLENROSE PROVINCIAL GENERAL HOSPITAL	EDMONTON	UNITED NURSES OF ALBERTA
GLENROSE PROVINCIAL GENERAL HOSPITAL	EDMONTON	A. U. P. E.

GLENROSE REHABILITATION HOSP PARA PROF	EDMONTON	HEALTH SCIENCE ASSOCIATION
GRANDE PRAIRIE REGIONAL COLLEGE (ACAD)	GRANDE PRAIRIE	GD PRAIRIE COLL ACAD STAFF
GRANDE PRAIRIE SCHOOL DISTRICT NO 2357	GRANDE PRAIRIE	SCH SUPP STAFF, GP SD #2357
HEALTH UNIT ASSOCIATION OF ALBERTA	INTER-CITY	UNITED NURSES OF ALBERTA
JASPER PARK LODGE	JASPER	RAILWAY WORKERS
KEYANO COLLEGE (SUPPORT STAFF)	FORT MCMURRAY	C. U. P. E.
LETHBRIDGE COMMUNITY COLLEGE (FACULTY)	LETHBRIDGE	LETH COM COLL FACULTY ASSOC
LETHBRIDGE SCHOOL DISTRICT NO 51	LETHBRIDGE	C. U. P. E.
LETHBRIDGE SCHOOL DISTRICT NO 51	LETHBRIDGE	C. U. P. E.
MEDICINE HAT COLLEGE (SUPPORT STAFF)	MEDICINE HAT	A. U. P. E.
MEDICINE HAT SCHOOL DISTRICT NO 76	MEDICINE HAT	C. U. P. E.
METRO-EDMONTON HOSPITAL (CAMSELL)	EDMONTON	ALTA HOSP EA, C CAMSELL GEN
MOUNT ROYAL COLLEGE (SUPPORT STAFF)	CALGARY	MT ROYAL COLL SUPP STAFF
NAIT (SUPPORT STAFF)	EDMONTON	A. U. P. E.
NB COOK (CHINOOKBRENTWOODSOUTHWOOD NH)	CALGARY	C. U. P. E.
NON-DESTRUCTIVE TESTING COMPANIES	PROVINCE WIDE	MULTI-UNION
OLDS COLLEGE (SUPPORT STAFF)	OLDS	A. U. P. E.
RED DEER COLLEGE (FACULTY)	RED DEER	RED DEER COLL FACULTY ASSOC
RESEARCH COUNCIL OF ALBERTA	EDMONTON	A. U. P. E.
ROYAL ALEXANDRA HOSPITAL	EDMONTON	ALTA HOSP EA, ROYAL ALEX.
ROYAL ALEXANDRA HOSPITAL	EDMONTON	A. U. P. E.
ROYAL ALEXANDRA HOSPITAL,THE	EDMONTON	UNITED NURSES OF ALBERTA
SAIT (SUPPORT STAFF)	CALGARY	A. U. P. E.
SERPATHCO SERV(CAL MED LABS PARA TECH)	CALGARY	HEALTH SCIENCE ASSOCIATION
ST ALBERT PROTESTANT SSD NO 6	ST ALBERT	C. U. P. E.
SUNNYSIDE NURS HOME AND HAVEN OF REST	MEDICINE HAT	HAVEN AND SUNNYSIDE N.H. E.A.
UNIVERSITY HOSPITAL	EDMONTON	STAFF NURSES, U OF A HOSP
UNIVERSITY HOSPITAL PARAMEDIC TECH	EDMONTON	HEALTH SCIENCE ASSOCIATION
UNIVERSITY HOSPITAL-PARAMEDIC PROFF	EDMONTON	HEALTH SCIENCE ASSOCIATION
UNIVERSITY OF ALBERTA HOSPITAL	EDMONTON	A. U. P. E.
UNIVERSITY OF ALBERTA (SUPPORT STAFF)	EDMONTON	U OF A NON ACAD STAFF ASSOC
UNIVERSITY OF ALBERTA HOSPITAL	EDMONTON	AARNA
UNIVERSITY OF CALGARY (SUPPORT STAFF)	CALGARY	A. U. P. E.
UNIVERSITY OF LETHBRIDGE (SUPP STAFF)	LETHBRIDGE	A. U. P. E.
VS SERVICES LTD (MASTER)	INTERCITY	C. U. P. E.
YELLOWHEAD SCHOOL DIVISION NO 12	EDSON	C. U. P. E.

PUBLIC ADMINISTRATION

ALBERTA MORTGAGE & HOUSING CORP	EDMONTON	A. U. P. E.
ALTA GOVT-ADMIN & PROGRAM SUPPORT	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-ADMIN & SUPPORT	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-CORRECTIONAL & REGULATORY	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-EDUCATIONAL SERVICES	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-GENERAL & FIELD SUPPORT	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-HEALTH & THERAPY	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-INSTITUTIONAL&PATIENT SER	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-MEDICAL & REHABILITATION	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-NATURAL RESOURCES	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-SOCIAL SERVICES	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-TECHNICAL SERVICES	PROVINCE-WIDE	A. U. P. E.
ALTA GOVT-TRADES & RELATED SERVICES	PROVINCE-WIDE	A. U. P. E.
CALGARY THE CITY OF	CALGARY	POLICE ASSOC, CALGARY
CALGARY, THE CITY OF	CALGARY	C. U. P. E.
CALGARY,THE CITY OF	CALGARY	AMBULANCE PERSONNEL ASSOC
CALGARY,THE CITY OF	CALGARY	FIREFIGHTERS
CALGARY,THE CITY OF	CALGARY	C. U. P. E.
EDMONTON, THE CITY OF	EDMONTON	POLICE ASSOC, EDMONTON
EDMONTON, THE CITY OF	EDMONTON	FIREFIGHTERS
EDMONTON, THE CITY OF	EDMONTON	C. U. P. E.
EDMONTON,THE CITY OF	EDMONTON	CIVIC SERVICE UNION
FORT MCMURRAY CITY	FORT MCMURRAY	C. U. P. E.
GRANDE PRAIRIE,THE CITY OF	GRANDE PRAIRIE	C. U. P. E.
LETHBRIDGE CITY OF (INSIDE/OUTSIDE)	LETHBRIDGE	C. U. P. E.
LETHBRIDGE, THE CITY OF	LETHBRIDGE	FIREFIGHTERS
MEDICINE HAT,THE CITY OF	MEDICINE HAT	C. U. P. E.
PARKLAND COUNTY NO 31	PARKLAND COUNTY	CNTY PARKLAND EMPL ASSOC
RED DEER, THE CITY OF	RED DEER	C. U. P. E.